



6th February 2022,
Omesha Johari
Noida

Subject: Employment offer for the post of Associate-Business Development

Dear Omesha,

We are delighted to offer you a position with **Leverage Ed-Tech Private Limited** (the "Company") at our Noida as an **Associate-Business Development**. This letter describes the basic terms of the offer subject to a mutual agreement on the terms stated below.

This offer stands contingent on a background check and validation of the information provided by you during the interview or any other process related to your employment with the Company.

Employment Start Date

You are required to commence employment with the Company on **February 14th, 2022** (the "Joining Date"). You will be on probation for a period of three months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or maybe reduced either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without notice during the initial or extended period of probation. In case you decide to leave the company during this period, you will have to give notice of 15 days to the company.

Employment Benefits and Compensation

Your annual CTC will be **Rs.6,60,000/- (Rupees Six Lakh Sixty Thousand Only)** per annum.

Your Fixed CTC will be **Rs.3,60,000/- (Rupees Three Lakh Sixty Thousand Only)** per annum.

Basic Amount	HRA Amount	Special Allowance	Gross Salary	Employer PF	Net Salary (Pre Tax)	Employee PF	Monthly CTC	CTC
15,000	7,500	5,700	28,200	1,800	26,400	1,800	30,000	3,60,000

Variable: Incentive up to **Rs.3,00,000/- (Rupees Three Lakh Only)** per annum (based on Performance).

Leave/Holidays

You are entitled to a casual leave of 7 days. You are entitled to 7 working days of paid sick leave. You are entitled to 15 days of earned leave as per the leave policy of the company. The Company shall notify a list of declared holidays at the beginning of each year.

Employment Agreement, Confidentiality of Proprietary Information, and Non-Disclosure Agreement

The employee's duties may be reasonably modified at the Company's discretion from time to time. The employee will be required to work full time with the Company and, during this employment, will not engage in any other business activity, regardless of whether that activity is pursued for profit, gain, or any other monetary advantage. The employee is also prohibited from investing in any other competing business. The employee will be required, during, and after the term of this employment, not to reveal any confidential information or trade secrets to any person, firm, corporation, or entity. In case of breach of this condition, the Company can take action against the employee, which may be disciplinary or legal in nature.


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For a period of 6 (Six) months after the Termination of Employment with the Company, you shall not, directly or indirectly, engage or get employed in a business similar to that of the Company. If in case, you discontinue your association with the Company, you shall not directly or indirectly solicit or attempt in any manner to solicit, any business from any existing customer/ client of the Company or employ, solicit, incite, canvass, or assist any person to employ, any person who is in the employment of the Company.

If the terms stated above are acceptable to you, please return a signed copy of this document.

No-shop agreement clause

Once you accept this offer letter and would like to terminate the offer prior to your date of joining, you may do so by providing 10 days' notice prior to your official date of joining. If you choose to terminate the offer without providing 10 days' notice, you must reimburse the company with the equivalent amount of your 10 days gross salary, within 7 (seven) days of your official date of joining.

Termination conditions

Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days prior notice in writing or salary in lieu thereof. You may terminate your employment with the Company, without any cause, by giving no less than 30 days prior notice or salary for an unsaved period, left after adjustment of pending leaves, as on date.

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

Documents required

On the day of your joining, please bring the following documents to help us get you onboard quickly.

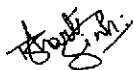
1. Relieving certificate from the previous employer, if any
2. The Last three-month payslips received from the previous employer if any
3. 10th mark sheet, 12th mark sheet, Graduation mark sheet, Post Graduation mark sheet, Additional Qualification documents
4. Three passport size photo
5. Identity Proof (PAN Card, DL, Passport, Aadhar Card, etc.)

If you have any queries or need assistance regarding your joining, please contact HR at hr@leverageedu.com.

We are excited about the possibility of you joining us and look forward to a mutually beneficial working relationship.

Yours Sincerely,

For Leverage ED-Tech Private Limited



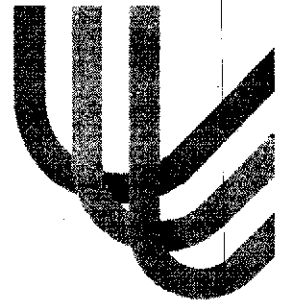
Bharti Singh
(Senior Manager-People)



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Employee acceptance:

I accept employment with the Leverage ED-Tech Private Limited under the terms described in this letter:

Signature: _____ Date: _____ Place: _____


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