

Ref: July 24th, 2020



Appointment Letter

Mr.Swapnil Suryawanshi,

Dear Swapnil,

With reference to your application, and subsequent interview you had with us, we are pleased to appoint you in the position of **”Digital Marketing Executive ” for Bangalore** location of our organization with effect from **July24th , 2020** on the following terms and conditions.

On acceptance of the terms of conditions as per this letter of appointment, you or company can terminate your services, by giving one month (30 days) notice. The management, reserves the right to recover the salary in lieu of notice period or shortfall in notice period. You shall not be eligible to avail leave during the notice period.

Your individual remuneration is purely a matter between yourself and company and has been arrived at on the basic of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential. The details of your remuneration, designation, grade etc., are given in Annexure-1 to this letter.

You will devote your full time and attention exclusively to the duties entrusted to you from time to time by the company and while in service of this company you will not work for any person or company in any capacity nor do any private business without obtaining prior permission of the company in writing.

So long as you are in employment of the company and in future, you will, at all times, observe secrecy in respect of any technical, trade or business data or any

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other information that might come to your knowledge or possession, which is the valuable property of the company and not made available to the trade. Furthermore, you will not disclose them without authority of the company to anyone other than the company's officers authorized to receive the same and that even after you have ceased to be in company's services or with any other third party or a competitor company.

During the course of employment with the company and for a period of one year after date of termination of employment with Retail9 Ventures (irrespective of the circumstances of or the reason for the separation) you will be under contractual obligation with the company not to either directly or indirectly solicit, induce or encourage any existing employee to become associated with or perform services of any nature for any third party ., any other organization which could be a conflict of interest to company's interest and a competitor company.

During the course of employment with the company and for a period of one year the employee shall not accept any offer of employment from any other customer or the customers end-user customer of the company and shall not either directly or indirectly, either for oneself or any other person, firm, company, or corporation, solicit, divert, or take away any of the existing customers of Retail9 Ventures. If found guilty for the above acts, you will be help wholly and severally liable for the irreparable damages with regard to the Company's goodwill and financial losses.

You shall be responsible for safe keeping and returning in good condition and order the property of the company.

During the tenure of this contract, you will observe the company's timings and holidays as well as its rules and regulations as are pertinent to your conduct and behavior in the premises.

In case at any time, the management finds that the information furnished by you in your application and related papers is false or you are found to have suppressed any material information the appointment itself will be deemed to be void and your services will be liable to be terminated without notice or compensation in lieu thereof.

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You are entitled for 15 days off in the year as personal leave and sick leave as felt appropriate. We consider sick leave around 8 days. Also leave must be planned and must be taken after consultation with your manager.

You shall abide by the rules and regulations of the company as are in force or as may be introduced or amended or extended from time to time

We take pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Please return the duplicate of this letter with your signature as acceptance of this appointment.

For Retail9 Ventures.



Siddheshwar Punde

HR Manager

Authorized Signatory

I agree to accept employment on the above mentioned terms and conditions.

Signed: Date:.....

Annexure-1

PRIVATE & CONFIDENTIAL

**Retail9 Ventures, Salarpuria Hallmark, # 15/3@16, 4th Floor,
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Particulars	Per month	Per year
Basic Salary	12,500	1,50,000
HRA	5,000	60,000
Medical reimbursement	2100	25,200
Conveyance Allowance	1,600	19,200
Flexible Benefits allowance	3800	45600
Total	25,000	3,00,000
Variable Bonus (Up To)		
Other Benefits like, Mediclaim		
Annual CTC	3,00,000	
Less: Deductions		
Food	0.00	
PF	0.00	
PT	200	
IT	As per IT Act	
ESI	0.00	
Gross Taxable Salary	25,000	3,00,000
Savings during the year		
Net Taxable Income		

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Tax on above	As per IT Act	
Education Cess @3%		
Total Tax liability		
NET PAY	24,800/-	

Note:

1. If the above assumptions are not met, the taxability of the employee will increase and there will be a reduction in the net take home.

2. Your net salary is inclusive of conveyance and mobile bills.

All standard statutory deductions will be applicable as per the prevailing rules from time to time.

The above remuneration package shall be applicable till further notification.

For Retail9 Ventures.

S. Chopra

Shreyans Chopra

Partner

Authorized Signatory

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