

June 21, 2019

Chirag Rajavat,

Dear Chirag:

Media.net Software Services (I) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a **"Associate Web Application Developer"** on July 1, 2019. You will be on probation for a period of **6 months** starting from the day you join the organization. Your position will carry a compensation package of **INR 6,05,599** inclusive of fixed components, and benefits.

Your compensation is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

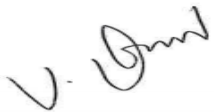
This offer expires on June 22, 2019 Eod (it may self-destruct thereafter ☺) and we request that you join us on **July 1, 2019.**

An Employee Confidentiality and Non-Competition Agreement as well as an Appointment Letter will be provided to you upon acceptance of this offer for review and execution on or before your first day of work.

On or before your joining date we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with Media.net Software Services (I) Pvt. Ltd. will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact us at priya.go@media.net with any questions and to accept this offer.

Yours Sincerely,



Varun Vijayakumar
Authorized Signatory

Chirag Rajavat

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

ANNEXURE 1 COMPENSATION & BENEFITS PACKAGE

Name: **Chirag Rajavat**

Designation: **Associate Web Application Developer**

COMPONENTS	₹/MONTH	₹/ANNUM	
Basic	18,667	2,42,002	Fully Taxable
House Rent Allowance	11,200	1,34,400	Exempted from tax subject to certain conditions as per the Income Tax Rules
Flexible Pay	13,664	1,63,958	Includes components such LTA, Meal Vouchers, Communication, Books and Periodicals, Vehicle related expenses. These components are fully exempted from tax, subject to reimbursement of bills.
Provident Fund	2,240	26,880	12% of the employers contribution. An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund.
Gratuity	897	10,764	Eligibility is as per the Gratuity Act
COMPENSATION (A)	46,667	5,60,004	
JOINING BONUS (B)		40,000	The joining bonus would be recovered by Media.net if you were to leave Media.net within 1 year of joining.
COST TO COMPANY (A+B)		6,00,004	
Medical Insurance		4,150	Sum insured INR 3,00,000 provides coverage employee and their dependents i.e spouse + 2 children. This benefit can also be extended to include dependent parents on an options basis.
Life Insurance		1,445	Sum insured 4X the annual gross salary
BENEFIT VALUATION (C)		5,595	
TOTAL PACKAGE (A+B+C)		6,05,599	

Additional Benefits & Perks: In addition to the above package, you also get some other benefits listed below

- ❖ Free Snacks & Beverages – Fully stocked snack bar with free snacks
- ❖ Subsidized Lunch - Buffet lunch/snacks spread, provided at an employee cost sharing basis
- ❖ Gym - Accessible around the clock for all employees

For Media.net Software Services (I) Pvt. Ltd.



Varun Vijayakumar
Authorized Signatory

Chirag Rajavat

List of Documents

1. Four Passport size color photographs.

2. Resume

3. Proof of Residence:

Permanent (& Temporary if any) Passport/ Driving License/ Aadhar Card or any document stating your current and permanent place of residence.

4. Academic & Professional Certificates:

- a) SSC, HSC passing certificate and mark sheet
- b) Graduation Certificate and all semester mark sheets
- c) Post Graduation Certificates and mark sheets
- d) Any other Professional Course Certificates
- e) Resume

5. Details of Previous Employment

- a) Appointment letter (from all previous employers)
- b) Increment Letter (If applicable)
- c) Work experience certificate (from all previous employers)
- d) Salary certificate/Pay slip of last 3 months salary drawn in previous Company
- e) Bank statement of last 3 months from the previous employer (photocopy required)

6. Submit 2 photocopy of your Pan card & Aadhar Card (Both Mandatory)

7. Form 16/ Salary Certificate/ 16A issued by the relieving company.

8. References: Kindly provide two Professional References along with their contact details and their relation with you. No personal relation references would be accepted.

IMPORTANT: Please remember that you MUST submit the above documents on or before the day of joining. Also please carry the original (as well as 1 photocopy) of all the above mentioned documents for verification.