

Asianet News Media & Entertainment Pvt Ltd.

(CIN No.:U74900KA2015PTC081897)

Registered Office: No.36, Crescent Road, Bengaluru-560001,
Karnataka, India

Tel: +91 80 30556300

Corporate Office: No. 54, Richmond Road,
Bengaluru-560 025, Karnataka, India

Tel: +91 8025594911-16

Fax: +91 8025323488

www.asianetnews.com



January 22, 2019

Mr. Atique Ahmed
Bengaluru

Dear Mr. Atique,

Sub: Appointment Letter

We are pleased to offer you the position of "**Lead Developer - MEAN Stack**" Asianet News Media & Entertainment Pvt. Ltd".

Please find enclosed our Compensation Offer in the salary Annexures and below mentioned annexures as part of our documents:

- Company's Human Resources Philosophy & Guidelines
- General Terms & Conditions of Employment and Code of Conduct
- Ethics Policy
- IT policy

Your appointment will commence from **February 18, 2019**. On this date, you are requested to please report to the HR department at Asianet Media & Entertainment Pvt. Ltd., Richmond Road, Bangalore - 560 025.

The following documents need to be submitted on your day of joining:

- Copy of Proof of date of birth and educational qualifications along with the original documents for verification.
- Relieving Certificate / Copy of accepted resignation letter from last employer.
- Pay Certificate / Pay Slip from Last Employer
- Six passport sized photographs.
- Statement of salary and allowances paid and tax deductions at source.

Please sign the copy of the appointment letter as a token of your acceptance.

We look forward to your successful association in our team.

Yours truly,

For Asianet News Media & Entertainment Pvt Ltd

A handwritten signature in black ink, appearing to read "Narasimhan Vuruputoor".

Narasimhan Vuruputoor
Senior Manager – Human Resources



Asianet News Media & Entertainment Pvt Ltd.
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**NAME: Atique Ahmed****COMPANY ASIANET NEWS MEDIA & ENTERTAINMENT PVT LTD****DESIGNATION: Lead Developer - MEAN Stack****STATUS****LEVEL BAND / GRADE****DATE OF JOINING****: APPOINTMENT****: E3****: February 18, 2019****COST TO CO BASIS****PROPOSED**

BASIC & DA

23,333

CONVEYANCE ALLOWANCE

1,600

SALARY PER MONTH

24,933

EMPLOYER'S PF CONTRIBUTION (PM)

3,033

FLEXIBLE BENEFIT PLAN **

30,367

(TOWARDS THE FOLLOWING EXPENSES)

DOMICELLARY MEDICAL REIMBURSEMENT

EDUCATION ALLOWANCE

MEMBERSHIP TO PROFESSIONAL BODIES

TOTAL FIXED COMPENSATION PER MONTH (FC)**58,333****TOTAL FIXED COMPENSATION PER ANNUM****700,000****SHORT TERM INCENTIVE PLAN - ANNUAL (STIP - A)*****50,000****TOTAL COST TO COMPANY****750,000****In addition to the above, you will also be eligible for the following**

A. Medical Insurance Benefit - for self and family

Rs. 3,000,00/-

B. Accident Insurance - Self

Rs. 10,000,00/-

C. Gratuity as per the Statutory policy

D. Life Insurance

Rs. 5,00,000/-***STIP is paid during annual salary review cycle based on
performance**

(The amount mentioned above is to arrive at the CTC)

PLEASE NOTE: ALL TAXES PRESENT & FUTURE ARE TO BE BORNE BY YOU.

For Asianet News Media & Entertainment Pvt Ltd.

Authorized Signatory



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