



3rd Floor, Kariwala Towers, near TCS, Delta Park
Wanderers, EP Block, Sector V, Bidhannagar, Kolkata, West
Bengal 700091

JOINING LETTER

Date: 21st Mar'20

Mr. Abhijeet Chaturvedi,

“Vedantu Innovation Pvt Ltd” is delighted to offer you employment as an **BUSINESS DEVELOPMENT ASSOCIATE**, subject to the following terms and conditions.

1. Position and Date of joining:

Your position in the Company will be of an **BUSINESS DEVELOPMENT ASSOCIATE**, after your successful completion of the training program. Your date of joining shall in no event be later than **22nd Mar 20(Tentative)**.

2. Reporting and Employment Location:

You will initially report to **Shubhas Ghosh**. Your initial employment location will be **Kolkata**. The Company reserves the right to change your reporting manager and/or your employment location, at any time.

3. Compensation and Employee Benefits (Refer Annexure):

Your remuneration will have a fixed component of **Rs.6,40,000 per annum** and revenue based incentives which shall be paid out weekly or monthly.

4. Training Program:

You shall be required to undergo a training program designed by the Company for Academic Consultants, which shall be amended from time to time. You will operate as **BUSINESS DEVELOPMENT ASSOCIATE** till you successfully complete the training program.

5. Probation

On the successful completion of the training program, you will be designated as an **BUSINESS DEVELOPMENT ASSOCIATE**. For a period of 1 month from your successful completion of the training program, you will be on probation (“*Probation Period*”).

6. Employment Relationship and Target:

After completion of the Probation Period, your employment with the Company as an **BUSINESS DEVELOPMENT ASSOCIATE** shall be confirmed. You will have a monthly revenue target of Rs 2,50,000 or as amended by the Company from time to time.

Your employment with the Company is for no specific period of time. Post confirmation of your employment after the Probation Period, each party shall have the right to terminate the employment at any time and for any reason whatsoever, with or without cause, by giving a 30 days' notice in writing.

7. Absence/Leave:

Uninformed or unapproved absence from work for a continuous period of 3 days or beyond the period of approved leave, without prior approval of the reporting manager shall result in automatic termination of your employment without any further notice unless the Company waives such requirement.

8. Company Policies:

You shall be bound by all the active policies and procedures of the Company, which may be amended from time to time. The management of the Company reserves the right to amend the policies and procedures of the Company.

9. Reimbursement for Expenses:

You will be entitled to direct reimbursement for all pre-approved reasonable expenses incurred by you in performance of your duties, in accordance with the policies of the Company.

10. Laptop Policy:

You will be required to bring your own laptop to work. The Company will reimburse your laptop costs as per Company's existing policy.

11. Indemnity:

You are required to indemnify and keep indemnified the Company against any and all claims, damages, losses etc., which the Company might suffer, on account of any breach by you of any of the terms of your employment or the terms of any policies of the Company. The Company shall, in addition to any other remedies available by law, be entitled to an injunction restraining you from breaching or otherwise violating any terms of your employment.

12. Understanding:

This letter contains the entire understanding between you and the Company and supersedes all previous discussions, agreements and/or arrangements relating to engagement with the Company.

We hope that you find the above mentioned terms acceptable. Kindly indicate your agreement with these terms and conditions and accept this offer, by counter-signing and dating the duplicate original of this letter and returning it to the Company.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Sincerely, For and on behalf of **BUSINESS
DEVELOPMENT ASSOCIATE**

Kiran Bhor General Manager - Human
Resources 21.03.2020

I have read and hereby accept this letter and terms thereof.

Name: Abhijeet Chaturvedi
Date: 21.03.2020