

SUMMA REAL MEDIA PVT. LTD.



Ref. No. SRMPL/1937/2016

Date: 29/04/2016

To

Mr. Rabindra Kumar Behera
At- Mardarajpur, Po- Khali Sahi,
Via- Khandapara,
Dist- Nayagarh, Odisha

Dear Mr. Behera,

TERMS OF CONTRACT EMPLOYMENT

In response to your application & subsequent successful interviews you had with us, the management of M/s Summa Real Media (P) Ltd. has been pleased to engage you in service on contract basis. Accordingly being duly authorized by the management, I do hereby sign the contract with you subject to following terms & conditions.

1. You will be engaged as "Unit Assistant" exclusively on contract basis with effect from **29.04.2016 TO 28.04.2017** with monthly wages amounting to **Rs. 12,000 (Rupees twelve thousand only)** per month and payment shall be subject to statutory deductions as may be applicable.
2. This contract of employment is purely on temporary basis & would be devoid of any employment benefits and thus you cannot claim any benefits accruing to a regular employee of the company whatsoever.
3. Your posting at present shall be at our **Bhubaneswar office** and you shall also be liable to be deputed / transferred to any of our Units / Branches / Offices anywhere in India in connection with your assignment or assigned the work of any sister concern organization. You will not be entitled to any additional amount on account of such deputation / transfer as the case may be.
4. You shall responsible for carrying out the instructions that will be given to you from time to time by the management or by any person nominated by the management on its behalf with professional standards and ethics.
5. You shall carry out the assigned duties and responsibilities with utmost care and diligence and shall promote the interest of the Company to the best of your skill and ability; any deviation shall lead to termination of service with notice pay of one month or notice period of one month.
6. In all matters related to service conditions, conduct and discipline, you will be bound to abide by such rules and regulations that may be for time being in force and such directions as may be given to you from time to time as per the complete discretion of the management.
7. During the period of this contract, you are strictly prohibited from engaging yourself in any trade, business, occupation or employment, directly or indirectly, wholly or partly and whether paid or unpaid or honorary in any other Organization. If you indulge in any of these activities your services are liable to be terminated without notice or assessing any reason thereof.

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Rabindra Kumar Behera