



Ref. No. SRMPL/2285-A/2016

Date: 18/11/2016

To

Mr. Rupesh Kumar Sahu
At/Po- Palace Street,
Paralakhemundi,
Dist- Gajapati- 761200
Odisha

Dear Mr. Sahu,

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 "District Correspondent" exclusively on contract basis with effect from 18.11.2016 TO 17.11.2017 with monthly wages amounting to Rs. 12,000 (Rupees Twelve Thousand Only) per month which includes all allowances and payment shall be subject to taxes and 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 Gajapati 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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8. All intellectual property rights, including but not limited to patents, copyright, design and trade marks, which arise out of the work done, executed by you shall vest in the Company and you renounce all such rights in favor of the Company. You shall sign all such documents, applications, as you may be called upon to do so, towards vesting such rights with the Company.
9. This contract shall automatically come to an end on the expiry of the period as mentioned in Clause (1) above. However, where the Company suspends or abandons or discontinues the work for which you were engaged for any reason whatsoever or you are found disabled or continuously ill, or unable to carry out the assigned duties and responsibilities due to your ill health, your services are liable to be terminated prematurely without any compensation or notice or assessing any reason thereof.
10. This contract is liable to be terminated during the contract period for any other reason not stipulated in any other Clauses by either party at any time on giving one month's notice to the other or on payment of one month's notice pay in lieu thereof.
11. You will be responsible for the safe-keeping and return good condition of all the Company's property which may be in your use, custody and charge at the time of leaving the Company. All possible legal action shall be initiated against you, if any deviation noticed in this regard.
12. In case your services are continued after the expiry of the period of contract, without issuing extension letter, you shall be deemed to be on contract only till the necessary order in writing is issued to you.
13. Any notice, order, communication or intimation sent to the postal addresses / E-Mail id furnished by you in your application / service record shall be deemed to have been served on you and received for all purposes of service of such notice / communication etc. If any change takes place in your addresses or e-mail id, it shall be intimated to the office immediately.

This contract of employment is issued to you in duplicate. If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter after duly signed by you as token of your acceptance of the terms and conditions immediately, which is out of volition.

For Summa Real Media Pvt. Ltd


Gopal Krishna Mohapatra 28/11/16
Editor

Acceptance

I accept the terms and conditions set out above without any resemblance & I will not raise any dispute whatsoever in any form pertaining to my salary/benefits other than mentioned in the contract.

Signature