

Date:

Name:

Address:

Dear

We are pleased to inform you employment in the position ofwith our company Advrtu Associates (hereinafter referred as Advrtu) on the following terms and conditions.

1. Place of Work

Your place of work would be: Samdareeya Mall,3rd Floor, Madhotal ,Jabalpur,482001.

2. Working Hours

The normal working hours are (working hours) with 30 mins of lunch break Monday through Saturday. However due to work exigencies employees may be required to work at different timings as prescribed by the manager from time to time.

3. Variable Pay

- a) All associates are currently eligible to participate in the variable compensation plan relevant to their role and projects handled. Your compensation at 100% achievement of all targets would be payable according to the project cycle. Please note compensation plans are issued each financial year and may vary in line with the role and project changes.
- b) Change in role can also mean a change in variable pay. You will be required to adopt the variable compensation with your next role, which maybe at a different level – either higher or lower than the role you are vacating.

4. Tenure Clause

Considering the nature of work Advrtu entails certain reservations with regards to the tenure of the associates. All associates are required to have read and understood the employment offer before signing it. Every associate is entitled to serve tenure of minimum one year with Advrtu from the date of accepting the employment.

1. Business conduct

- Project allotment will be done on the basis of sharing. Advrtu is not entitled to disclose the project value to the associates working on the project.
- If any decrement in the Project metrics will be noticed then a considerable amount will be deducted from the allotted amount of that particular project.
- Any type of leaking and breaching of project value, strategy and concepts will be taken as negligence.
- If a person refers any project, they will get a considerable referral amount on the basis of the project cost.
- Advrtu Associate will work with the company (Advrtu) for minimum period of twelve Months.
- No any other external project will be handled in the company premises. If found otherwise serious action will be taken against the person (Advrtu Associates).
- The person (Advrtu Associates) shall maintain proper discipline and attire in the office premises.
- Allotted project can be replace or taken accordingly on the basis of Project Metrics.
- Kindly refrain from discussing your remuneration from other members.

2. Notice of Termination:

Termination of employment by either party shall be on one months' notice in writing or payment in lieu of notice.

5. Validity

Please read this offer of employment carefully before you agree to its terms by signing it. The offer sets forth certain important benefits, term and conditions related to your employment with Advrtu. Please send your acceptance to the offer per return mail by, 2019. The validity of this offer is conditional upon receipt of your acceptance and your joining on or before the respective dates mentioned herein.

This offer is being issued under the explicit understanding, that under any circumstance if the associate is unable to satisfy the above mentioned clauses Advrtu will have the right to terminate your appointment at any time without compensation.

Yours Sincerely
Sumit Vyas
CEO and Founder

Declaration

I,.....agree with all the above terms and conditons of employment with Advrtu Associates .
I also confirm that I have read, understood and agree to comply with the code of conduct. I shall commence
employment with effect from

Signature:

Date: