

Date: 05-10-2015

Stuti Agrawal
Krishi Upaj Mandi
Industrial Ward
Dhamtari (C.G.)

Phone No: +91 7000360470

Email id: stuti19@gmail.com

Dear Stuti,

On behalf of **Pichkaari Design Studio Private Limited**, it is my pleasure to confirm our offer of employment to you as a UX Designer, in our **Bangalore, India** operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favourable impression through your work and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: UX Designer
Cost of Company	: Rs. 3,00,000/- per annum (Three Lakh per annum)
Proposed Compensation	: As Detailed in Annexure I

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period. You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

The Employee acknowledges that substantial costs have been invested on him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the ten month term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of ten months from the date of his/her joining the services of the Company.

In case the Employee, for any reason, leaves the services of the Company before the said period of ten months, then he/she shall forthwith pay a sum of Rs.35,000 / (Rupees Thirty Thousand only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company & at the same time company has full right to initiate appropriate legal proceeding against the Employee.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See Annexure II for details), latest by Monday, 18th May, 2015; failing which the offer shall stand withdrawn.

Stuti, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For, Pichkaari Design Studio Private Limited



Vikas Jaiswal

Chief Executive Officer

Pichkaari Design Studio Pvt. Ltd.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you, shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other

You will be on probation for first 4 months of your employment and confirmed to the position of “UX Designer” after the period, based on the assessment of your performance. The above benefits will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary, associate company or a client location; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order which is mutually discussed. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before 05-10-2015, failing which this appointment will stand automatically withdrawn. Subject to the provisions contained in this offer, your services are terminable by either party giving the other **two months notice** or monthly gross salary in lieu thereof.

I, _____, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before _____.

Date:

Signed:

Enclosed

- I. Salary Break-up: Annexure I
2. Details of Required Documents: Annexure II