

14/11/2024

Sameer Husain

Rajasthan, India

Sub: Offer of Employment : Dealskart Online Services Private Limited.

Dear Sameer Husain,

On behalf of **Dealskart Online Services Private Limited.** (hereinafter referred to as "We" or "Us" or "Company"), we are very pleased to issue this offer letter for the position of **Sales Associate** at **Rajasthan, India.** This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below.

Joining Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on **18/11/2024** (the "Start Date"). Your starting Fixed Salary will be **INR 2,16,000/-, (INR Two Lakh Sixteen Thousand)** per annum, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. The detailed compensation breakup is given in the enclosed Annexure. Your fixed salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime. The Company reserves the right to revise/re-structure employee's Compensation at any time in accordance with the terms of its PMS and Compensation Framework Policy.

On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement").

Irrespective of the background check conducted by the Company, in case you are not an Indian national and required to obtain applicable visa/ work permit/ authorization or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the Company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit/authorization/visa, as the case may be, to work in India.

If you wish to accept employment with the Company, please indicate so by either accepting the offer online on the Portal (Details mentioned in the email) or by sending an email confirmation to Human Capital Department. In case you do not confirm your acceptance on the terms of employment as given in this letter of employment within 48 Hours from the date of issuance, then the offer of employment shall stand rescinded.

The Company reserves the right to revise your work profile and/ or your salary structure, as per Company policy or any change in the Company's operational strategy from time to time or in case the profile becomes redundant for the Company or in case of any nonachievement of targets as assigned to you by the Company.

Employment terms and conditions

- Your location/ city/ region of work is subject to change as per the business expansion plans/strategies of the Company from time to time, to you which you shall have no objection.
- You Confirm that you have 24x7 uninterrupted access to high-speed internet connection to attend all your virtual training / calls /meetings pertaining to the Company's business/operations.
- You confirm your clear understanding of the compensation breakup and accept the same.
- You shall not apply for any leaves for a continuous period of more than 2 days within the first 90 days of your joining the Company except in case of medical emergency which shall be supported by a medical practitioner's prescription.
- Your appointment is contingent upon successful completion of a background verification. In case Your BGV is negative; this offer letter will be null & void.

We are very excited about the possibility of you joining us. We hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in this letter.

You hereby confirm that you have read and understood the terms and conditions of this Letter and accept the same out of free will and volition.

This offer is valid subject to you submitting all the documents listed in this letter as well as a positive reference.

You shall be required to either upload following documents or bring the same on Your DOJ.

- Copy of Aadhar Card

DealsKart

Online Services Pvt. Ltd.

Regd. Office: H. No. 339A/8, Mehta Chowk, Near Juhi Clinic Dadawadi Jain Mandir
Road, Mehrauli, New Delhi – 110030 Phone :0129-6620551 | Email: hr@dealskart.in

- Copy of PAN Card
- Your professional academic qualification certificate(s) -10th Standard onwards
- Copy of UAN with KYC status updated as Yes
- Provident fund and pension scheme account number
- ESIC number if member of ESIC
- Details of your last revised compensation e.g. Your last payslip
- Form 16 from your previous employer / Salary certificates
- One cancelled cheque (Name imprinted) or cancelled cheque with passbook
- 4 Passport size photographs (To carry on your date of joining)
- Mandatory Covid Vaccine certificates (2 Doses)

Wishing you success in your career with us

Thanks & Regards

For Dealskart Online Services Private Limited

Authorized Signatory



Puneet

Received and Accepted

sameer husain

Sameer Husain

SALARY ANNEXURE

Strictly Confidential

Annexure - I (Compensation Breakup)		
Particulars	Monthly	Annual
Basic Salary	9,000	1,08,000
House Rent Allowance	4,500	54,000
Special Allowance	1,467	17,603
Statutory Bonus	1,250	15,000
Gross	16,217	1,94,603
Employer Provident Fund	1,256	15,072
Employer ESIC	527	6,325
Fixed Salary	18,000	2,16,000
Cost to Company		2,16,000

Monthly Incentive Plan (MIP):

You are also eligible to potentially earn an incentive amount based on Store Performance, Individual Contribution relative to the target assigned by the Company in the previous month, and other factors, as determined by the plan from time to time. The average monthly incentive amount you're eligible for is INR 3,000/- per month. You will be eligible for MIP only if: a) You are actively employed by the organization on the date of payout, b) you have neither served your resignation nor are you serving notice under the agreement on the date of payout of the MIP, and c) you meet the criteria laid down for MIP shared by the Company. The terms and conditions of the Monthly Incentive Plan are as per Company policy and are subject to changes based on management discretion.

- Your salary is strictly confidential, and you should not disclose it to anyone without prior permission of the Company in writing.
- Only those employees who have joined the company owner before 30th September of the respective financial year would be eligible for appraisal cycle for the respective Performance Year. The performance Appraisal policy of the company is subject to changes.
- Gratuity : Payment will be made as per Payment of Gratuity Act. Group Mediclaim Policy: You will be eligible for Mediclaim Benefit, as per Company Group Mediclaim Policy. You can enroll

DealsKart

Online Services Pvt. Ltd.

Regd. Office: H. No. 339A/8, Mehta Chowk, Near Juhi Clinic Dadawadi Jain Mandir
Road, Mehrauli, New Delhi – 110030 Phone :0129-6620551 | Email: hr@dealskart.in

yourself and your family (Spouse + 2 Kids). This policy is not applicable for employees who are covered under ESIC as per eligibility criteria defined by the Statutory authorities.

- Group Personal Accident Policy: You will be eligible for Accidental, Weekly benefit and Death Benefit as per Group Personal Accident Policy.
- Group Term Life Policy: You will be covered under group Term life policy governed by the Company.
- All tax implications arising out of your salary structure shall be borne by you.

Note: The insurance benefits of the Company would be subject to change from time to time, as per Company's Policies.

For Dealskart Online Services Private Limited
Authorized Signatory



Puneet Manocha

Received and Accepted

sameer husain
Sameer Husain