

**November 10, 2022.**

**Abhishek Kumar**

S/O: Satyandra Kumar,  
61, Village-Dhodra, Baraut,  
Baghpat, Uttar Pradesh-250611.

Dear Abhishek,

**Media.net Software Services (I) Pvt. Ltd.** is very pleased to make you an offer of employment to begin work as a **"Software Development Engineer"** on **July 03,2023**. Your position will carry a compensation package of INR **39,31,396** inclusive of fixed components, joining bonus, additional bonus and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

This offer expires on **November 11,2022** (it may self-destruct thereafter 😊) and we request that you join us on **July 03,2023**.

An Employee Confidentiality and Non-Competition Agreement as well as an Appointment Letter will be provided to you upon acceptance of this offer for review and execution on or before your first day of work.

On or before your joining date we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with Media.net Software Services (I) Pvt. Ltd. will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact us at [shivaraj.g@media.net](mailto:shivaraj.g@media.net) with any questions and to accept this offer.



**Varun Vijayakumar**  
Senior Director – Human Resources



**Abhishek Kumar**

**Enclosures:**

1. Compensation & Benefits package details
2. List of documents to be submitted

## COMPENSATION & BENEFITS PACKAGE

Name: **Abhishek Kumar**  
Designation: **Software Development Engineer**

COMPONENTS	₹/MONTH	₹/ANNUM	
Basic	60,000	7,20,000	Fully Taxable
House Rent Allowance	30,000	3,60,000	Exempted from tax subject to certain conditions as per the Income Tax Rules
Special Allowance	26,098	3,13,180	Fully Taxable
Flexible Pay	23,817	2,85,800	Includes components such LTA, Meal Vouchers, Communication, Books and Periodicals, Vehicle related expenses. These components are fully exempted from tax, subject to reimbursement of bills
Provident Fund	7,200	86,400	12% of the employers contribution. An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund.
Gratuity	2,885	34,620	Eligibility is as per the Gratuity Act
<b>COMPENSATION (A)</b>	<b>1,50,000</b>	<b>18,00,000</b>	
<b>JOINING BONUS (B)</b>		<b>4,00,000</b>	The joining bonus would be recovered by Media.net if you were to leave before completing 1 year from your Date of Joining (DOJ)
Additional Bonus - Installment 1		4,00,000	INR 4,00,000 will be disbursed to you on 31st of July 2024. You need to be an <b>active employee</b> as of 31st July 2024 with Media.net to be eligible for the payout.
Additional Bonus - Installment 2		4,00,000	INR 4,00,000 will be disbursed to you on 31st of July 2025. You need to be an <b>active employee</b> as of 31st July 2025 with Media.net to be eligible for the payout.
Additional Bonus - Installment 3		4,00,000	INR 4,00,000 will be disbursed to you on 31st of July 2026. You need to be an <b>active employee</b> as of 31st July 2026 with Media.net to be eligible for the payout.
Additional Bonus - Installment 4		4,00,000	INR 4,00,000 will be disbursed to you on 31st of July 2027. You need to be an <b>active employee</b> as of 31st July 2027 with Media.net to be eligible for the payout.
<b>ADDITIONAL BONUS (C)</b>		<b>16,00,000</b>	*Note: <b>Active Employee</b> means an employee who is not serving his/her notice period or has not resigned as of the mentioned date for specific eligibility
<b>COST TO COMPANY (A+B+C)</b>		<b>38,00,000</b>	

**For Media.net Software Services (I) Pvt. Ltd.,**



**Varun Vijayakumar**  
Senior Director – Human Resources



**Abhishek Kumar**

## COMPENSATION & BENEFITS PACKAGE

Name: **Abhishek Kumar**  
Designation: **Software Development Engineer**

COMPONENTS	₹/MONTH	₹/ANNUM	
Medical Insurance	661	7,934	Sum insured of INR 4,00,000 - covers cashless hospitalization for you and your dependents i.e either spouse & children or upto 2 siblings under the age of 25. Optionally you can extend this benefit to include your parents/parent-in laws.
Life Insurance		6,462	Sum insured 4X the annual gross salary
Entertainment Benefits		12,000	Reimbursement towards movie tickets for you and your family
<b>BENEFIT VALUATION (D)</b>		<b>26,396</b>	
<b>RELOCATION ASSISTANCE (E)</b>		<b>1,05,000</b>	This includes the following: - INR 60,000-Against household movement or purchase of household goods post relocating to the base work location - INR 20,000-Against vehicle movement - INR 25,000-Against brokerage fee All amounts mentioned are maximum limits and reimbursements will be done on actuals as per the relocation policy.
<b>TOTAL PACKAGE (A+B+C+D+E)</b>		<b>3,931,396</b>	
* You will be eligible for 15 days of company sponsored accommodation and one-time travel from city of origin to destination city. Recovery against all relocation benefits, accommodation and travel will be done on actuals if you were to leave Media.net prior to your first year of employment.			

**Additional Benefits & Perks: In addition to the above package, you also get some other benefits listed below**

- ❖ Free Snacks & Beverages – Fully stocked snack bar with free snacks.
- ❖ Subsidized Meals - Buffet lunch/snacks spread, provided at an employee cost sharing basis.
- ❖ Gym - Accessible around the clock for all employees.

**For Media.net Software Services (I) Pvt. Ltd.,**



**Varun Vijayakumar**  
Senior Director – Human Resources



**Abhishek Kumar**

## List of Documents

**1.** Four Passport size color photographs.

**2. Proof of Residence:**

Permanent (& Temporary if any) Passport/Driving License/Aadhar Card or any document stating your current and permanent place of residence.

**3. Academic & Professional Certificates:**

- a) SSC, HSC passing certificate and mark sheet
- b) Graduation Certificate and all semester mark sheets
- c) Post Graduation Certificates and mark sheets
- d) Any other Professional Course Certificates
- e) Resume

**4. Details of Previous Employment**

- a) Appointment letter (from all previous employers)
- b) Increment Letter (If applicable)
- c) Work experience certificate (from all previous employers)
- d) Salary certificate/Pay slip of last 3 months salary drawn in previous Company
- e) Bank statement of last 3 months from the previous employer (photocopy required)

**5.** Submit 3 photocopies of your Pan card & Aadhar Card (Both Mandatory)

**6.** Form 16/ Salary Certificate/ 16A issued by the relieving company.

**7. References:** Kindly provide two Professional References along with their contact details and their relation with you. No personal relation references would be accepted.

**IMPORTANT:** Please remember that you MUST submit the above documents on or before the day of joining. Also, please carry the original (as well as 1 photocopy) of all the above-mentioned documents for verification.