

KATHIR/19-20/001

November 04, 2019

Mr Praveen Kumar Reddy

Denkanikottai

Offer Letter

Dear Mr Praveen Kumar Reddy

It is our pleasure to confirm your offer to engage your services as **Associate Writer** with **Kathir Media Private Limited**. This letter confirms the terms of our agreement for your services.

A) In consideration of your services the Firm shall:

- i. Pay you a fee of **10000.00/-** all-inclusive per month payable at the end of each month.
 - ii. May be transferred to any of other locations/branches of the Firm should the business need arise. You will be guided by the policies of the location that you are deputed to.
 - iii. Your performance will be managed and governed by the criteria/parameters suggested by the company.
 - iv. Your work location will be the office suggested by the company, prone to change within or outside the city limits.
 - v. You will be reporting to **Mr Saravana Kumar, Sub-Editor– Kathir Media Private Limited**
 - vi. You will be working from home effective 04.11.2019
1. Kathir Media Private Limited shall own all intellectual property rights to the work conceived or created by you during the course of the agreement.
 2. During the Term of this agreement, you shall not engage in any other business of a nature similar to Kathir Media Private Limited or in-competition with that carried on by Kathir Media Private Limited.

3. The copyright in the work product, documents, material and other tangible property written or generated by you during the course of your contract with Kathir Media Private Limited shall be and will remain the exclusive property of Kathir Media Private Limited. You shall return the same to Kathir Media Private Limited on termination of the contract or at such earlier time as requested for by the Firm. The work product shall be the exclusive property of Kathir Media Private Limited, and Kathir Media Private Limited shall be free to deal with the same in such manner as it deems fit. Any infringement of Kathir Media Private Limited' copyright in the said work by you would amount to a misconduct, which would result in the termination of the contract with penal consequences, apart from your being liable to be tried in the local courts in accordance with law.
4. You will be responsible for the safekeeping of all equipment and return in good condition and order all the properties and equipment of Kathir Media Private Limited, which may be in your use, custody or charge.
5. You shall not during the Term of this agreement or after its termination for any cause, divulge to any person whatsoever or otherwise make use of any trade secrets or any confidential information regarding the business of Kathir Media Private Limited. A breach of this clause will result in Kathir Media Private Limited taking appropriate legal action to protect its rights.
6. Either party may terminate the agreement with not less than one month's notice. However, Kathir Media Private Limited shall be free to terminate this agreement without notice in the event of a breach of any term thereof committed by you. Further, this agreement could be terminated without notice if Kathir Media Private Limited arrives at the conclusion that your work is not up to necessary standards. Both parties shall be released from their respective obligations in the event of any national emergency, war, and prohibitive governmental regulation or if any other cause beyond the reasonable control of the parties or either of them renders the performance of this agreement impossible.
7. In case any disputes or differences arise between the parties during the Term of this Agreement or afterwards touching or concerning this Agreement or its construction or effect on the rights duties or liabilities of the parties under or arising out of the subject matter of this agreement the same shall be referred to the sole arbitration of a mutually accepted Arbitrator. In the event that there is a difference in opinion for the appointment of a Sole Arbitrator, an Arbitrator shall be appointed in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 as amended up to date. Arbitration shall be in English and the venue will be Chennai.
8. This letter contains the entire understanding between the parties and supersedes any previous agreement and arrangements relating to the offer of services by you.

9. It is hereby agreed that you shall not issue any press release or make any public statement regarding this agreement without obtaining Kathir Media Private Limited's written approval in advance of such release or statement.

If the above terms are acceptable to you, please sign both originals of this letter and return of them to the undersigned.

Yours sincerely,

For **Kathir Media Private Limited**



Mr Pradeep Gunasekaran
CEO

I accept all terms and conditions stated in this letter and agree to abide by them at all times.

Name:

Signature:

Date: