

Jeto Vacations Pvt. Ltd.

F-76, 2<sup>nd</sup> floor, Seidulajab, Saket - 110080



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Offer & Letter of Appointment

Date: 18<sup>th</sup> April, 2023

Dear Parshav Rana,

Congratulations! Welcome to Jeto Vacations!

Subsequent to our discussion, we are pleased to offer you an appointment with Jeto Vacations as "Vacation Specialist".

1. This Offer Letter is being issued subject to the following terms:
  - You shall join the company on or before 20 April 2023.
  - Accuracy of the testimonials and information provided by you.
  - Your being free from any contractual restrictions preventing you from accepting this offer or starting work on above mentioned date.
  - Successful background and reference check (if required).
2. You shall be based in our office in Saket, New Delhi but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
3. As an employee of the company, you will receive an annual CTC (Cost to the Company) as mentioned in Annexure I attached herewith.

Annexure I

We offer you a starting compensation at an annual rate of 3,19,200 payable over twelve (12) months. The break-up of your annual CTC is given below:

- Please note that all information regarding remuneration is confidential and should not be discussed.
- TDS, PF and ESIC or any other statutory liabilities (if any) be falling within your salary structure would be liable for deduction as per the statutory norms.
- The Company may, at any time, review and/or restructure the Compensation Package.

**Probation**

You shall be on probation for a period of 2 months which may be extended during or at the expiry for the said probation period at the discretion of the management depending upon your performance. During the period of probation, the deemed fit. While in probation, you shall not avail any leave(s) other than Sick Leave(s) subject to submission of relative medical documents thereafter.

You shall get confirmed into the company by default unless you receive a communication on confirmation extension.

Over and above you are eligible to receive a performance bonus (at least once a year), the quantum and pay time will be determined by management. Amount and time of payment can vary from one year to another. Incentives are calculated on an average earning of Rs. 1 lac per month post tax and is payable post completion of trip based on the exact amount of profit made by Jeto after covering all expenses related to the trip.

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