



9<sup>th</sup> August 2019

**Jay Bagade**

Plot No. 278, Room No. 06,  
Prakash Kiran Society, Sector 2; Charkop,  
Kandivali West, Mumbai 400067

**Dear Jay,**

Further to our meetings and discussions, we are pleased to confirm Sportz Interactive's intent to offer and provide you with a full-time role with our Mumbai Team. We would like you to join us on or before 12<sup>th</sup> August 2019 as "Junior Associate – Design - Social".

Some key standard HR policies or specific terms that will apply to you are as follows:

- Salary and other employment-related details must be kept strictly confidential.
- Your probation will be for a period of three (3) months' unless extended for a further period.
- During probation, you may resign from the services of the company by providing one (1) month's written notice. If the company decides to terminate any employee for any reason, then the notice period will be decided solely by the company.
- Upon confirmation, you may resign from the services of the company by providing three (3) months' written notice.
- This offer letter is provisional subject to your joining date, successful completion of background verification and acceptance of the terms and conditions of employment listed above.
- You may also be required to sign documents detailing your code of conduct in relation to general guidelines and policies expected due to your employment. The general policies are subject to change based on periodic reviews as per business requirements.
- It is clearly understood Mr. Jay Bagade, that failure to report to work on or before the scheduled date i.e., 12<sup>th</sup> August 2019 and to provide necessary notice period as per 1.3 (a) clause of the Agreement shall amount to breach of trust and the Company shall proceed to take appropriate legal measures and penalty will be imposed at the sole discretion of the Company.

Kindly return the duplicate copy of this letter signed in acceptance of this offer. This offer letter may also serve as your appointment letter when you join the Company. On behalf of the Management and the entire team, we wish you the very best and look forward to your innings with Sportz Interactive.

Sincerely,  
For N. A. SPORTZ INTERACTIVE PVT. LTD.

**Disha Vakharia**  
Senior Manager - Human Resources

Date: 9<sup>th</sup> August 2019

I accept the above offer on the terms indicated. Further, I also confirm that I have read and understood the AGREEMENT ON PROFESSIONAL CONDUCT, CONFIDENTIALITY, NON-DISCLOSURE & NON-COMPETE which is attached to this offer letter and hereby assure that I will abide to all the conditions mentioned.

**N. A. SPORTZ INTERACTIVE PRIVATE LIMITED**

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