



Date : 15th May 2023

To,
Mr. Sudesh Bharat Kuchekar
Ratnapuri 11, Sangramnagar,
Akuj, Tal.-Malshiras,
Dist. Solapur, Pin - 413101.

Sub: Letter of appointment.

Dear Mr. Kuchekar,

With reference to your application and subsequent interviews with us, we are pleased to appoint you on following terms and conditions.

1. You are appointed in the '**Executive**' band as '**Multimedia Producer**' in **Digital Team of Sakal Media Pvt. Ltd.**
2. Your appointment will be effective from Joining 15/05/2023.
3. You will be on probation for a period of **six calendar** months from the date of your joining i.e. up to 30/11/2023.
4. During this period, your CTC (Cost to Company) will be **Rs. 34,000/-** Per month (Rs. Thirty Four Thousand Only). Please refer **Annexure I** for detail break up of your salary.
5. On completion of your probation period, your performance will be scrutinized and a decision will be taken about the necessity of any extension of the initial probation period.
6. At the end of the initial or extended period of probation, if your performance is as per the expectations of the management and is found to be satisfactory, then you will be confirmed in the services of the company. This will be intimated to you by a letter of confirmation and until such letter is issued, your probation period shall deem to be continued.
7. Any enhancement in your salary/allowances hereinafter, shall be exclusively based on your performance & that you will not be automatically entitled for any increment. The company will be the sole judge of your performance.
8. You will be located at '**Media Centre**' under the jurisdiction of Pune Unit.
9. You will report to '**Deputy Content Lead – Mr. Bhushan Tare**'. However as per the need of organization you may have to report and interact with other key officers, seniors, peers at various levels in the organization for achieving the organization goals.
10. You will sign an agreement (as set in **Annexure II**) which is a part and parcel of this letter and your employment conditions will be governed by this letter and the agreement.

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