



Dear Veeramani V.,

Welcome to Imagimake! We are pleased to offer you the position of Regional Sales Manager-South. Your appointment will commence on 3<sup>rd</sup> July, 2023.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. In your role, you will be responsible for developing the business in South India Region as shared in the detailed job-description. As Regional Sales Manager-South, you will be entitled to remuneration package as given below:

Remuneration Package	INR.
Fixed Remuneration	16,00,000
Retention Bonus to be paid on completion of FY (Payout in Apr-Jun Qtr)	NIL
Variable Pay- linked to target ach.	
<b>100% &amp; Above</b>	<b>3,00,000</b>
95-99.9%	2,50,000
90-94.9%	2,00,000
85-89.9%	1,50,000
80-84.9%	1,00,000
Below 80%	NIL
ESOP Upto INR 3 Lacs linked to target (in the form of shares)	
<b>100% &amp; Above</b>	<b>3,00,000</b>
95-99.9%	2,50,000
90-94.9%	2,00,000
85-89.9%	1,50,000
80-84.9%	1,00,000
Below 80%	NIL
Stretch Bonus- 2% of Actual Net Sales above 105% Ach.	
<b>CTC- Excluding Stretch Bonus, Inc. Variable &amp; ESOP</b>	<b>22,00,000</b>

The CTC is defined as per your HQ location which will be Chennai.

NDA (Non-disclosure Agreement) and Non-compete for 2 years will be applicable with this proposal. A separate agreement will be shared which the incumbent will have to sign and submit post the joining.

Regular performance review will be conducted to assess your performance and suitability. Your continued employment at Imagimake is dependent on achievement of Targets and other Goals.



Your salary will be reviewed as per the appraisal cycle of Apr-Mar or after completion of 1 year, whichever ever happens later.

You shall receive your payment before 10th of every month. You will be eligible for 24 days of Paid annual leave. During first 6 months, both the parties will be eligible for 15 days of notice period, which will be increased to 30 days after completion of 3 months. Your signing this offer letter confirms your acceptance of the terms and conditions and that you would be joining Imagimake on the given date.

We look forward to working with you.

Sincerely,

Ravi Kumar

Co-Founder – Imagimake

23-June-23



### Salary Structure and Monthly Net Salary

Proposed Salary Structure			
Particulars	Amount (Rs.)	Deduction	Amount (Rs.)
Basic Salary	50,000	Professional Tax	200
/HRA	25,000		
Local Conveyance	15,000		
Special Allowance	43,333		
Total	133,333	Net Payable	133,133

**Note:**

- PF is an optional component. In case you want to opt in then both employer and employee contribution will be deducted
- Candidate may be liable for income tax deduction depending upon the prevailing laws for which TDS may have to be deducted. The same will be computed based on the tax & investment declaration submitted by the candidate
- All tax deductions are subject to the prevailing regulations
- Travel reimbursement of Rs. 500 per day will be done for HQ (Chennai), which has to be claimed as per working days.
- ESOP shares will be offered free of cost though it will come with applicable terms of vesting, exercise, and liquidation.
- NDA and Non-compete for 2 years will be applicable with this proposal. A separate agreement will be shared which the incumbent will have to sign and submit
- Outstation travel and expenses will be reimbursed on actuals.