

Letter of Appointment

15 May 2017

To,

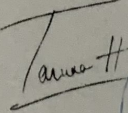
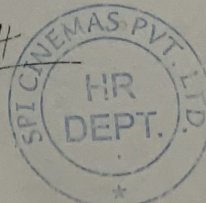
Mr. Siddharth S,
Flat no 1b, 7/20 shrikrishna apartments madhurams venkatakrishna road mandaveli.

Dear Mr. Siddharth S,

Congratulations! Welcome to SPI Cinemas!

Subsequent to our discussions with you regarding an opening in our Company, we are pleased to offer you an appointment in our Company on the following terms and conditions:

1. You will be designated as **Executive - Employee Experience** with effect from **15 May 2017**.
2. You will initially be posted at our office in Chennai. However, your services are transferable to any place in the country, or abroad, within the Company, or any associates or sister concerns, at any time, at the sole discretion of the Management.
3. Your status will be on probation for six months. During this tenure, the organization is free to terminate your employment/training without any reasons. After your result in the performance evaluation is deemed satisfactory, you will be absorbed in a permanent order in our organization. During your probation period, you may resign from your employment either by giving the other 30 Days' notice or by paying 30 Days Gross salary in lieu of such notice. And after your probation period you are required to give two months' notice or by paying two months' gross salary. However, in the event of you giving such a notice to the Company, we shall have the right to accept the same from any date prior to the expiry of the notice period. You will be expected to serve the Company until the expiry of the notice period; however, the Company can waive the notice or a part thereof at its absolute discretion without making any payment for the period of notice or part thereof so waived and relieve you from the services.
4. The hours of work, holidays and leave will be in accordance with the rules of the Company.
5. You will retire from the service of the Company on attaining the age of 58 years. An extension may however be considered at the sole discretion of the management. You may be retired earlier if found to be medically unfit.
6. On retirement or earlier termination of this employment in any manner, you shall hand over all papers, documents and other property belonging to the Company or which have been entrusted to you or received by you in the course of your employment with the Company.

SPI Cinemas Private Limited

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