

24  
18.9.20 - 18-20

**Crea-Shakthi**  
No Drama. Just Theatre.

**PRIVATE & CONFIDENTIAL**

6<sup>th</sup> September 2020

Solomon Kishore T  
12/2, Pari Street extension,  
Aaron Apartment,  
Choolaimedu, Chennai- 600 094

**Re: Offer Letter for Employment with Crea-Shakthi**

Dear Mr. Solomon Kishore T,

We are pleased to offer you the position of *Executive Creator* with Crea-Shakthi ("**CREA**").

Should you choose to accept this offer, your employment with CREA will commence on 7<sup>th</sup> September 2020 and the position will initially be based at our office in Chennai. On the date specified above, you are requested to report for duty at 9 am to the Karthik A, Creative Head or Akshaya Ravishankar, Culture Manager (or any other designated person), failing which this offer stands withdrawn, unless extended by CREA in writing.

Your work timings shall be from 8 am to 8 pm through Monday through Saturday. However, depending on work exigencies, you may be required to work longer hours/on holidays. You will be entitled to leave as per our leave policy (subject to change from time to time).

At the time of joining, you will be required to complete certain formalities required by law and under CREA policies, including but not limited to signing agreements regarding the terms of your employment ("**Employment Agreement**") and a Confidentiality and Invention Assignment Agreement ("**Confidentiality Agreement**"), as a condition of employment. You may also be required to attend an orientation program to acquaint you with the objectives, policies, benefit programs and general employment conditions of CREA, and additional trainings if determined by CREA at its sole discretion.

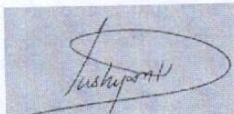
The indicative details of the salary and benefits that you would be entitled to are set out in the Annexure. Please note that this letter does not constitute a guarantee of employment or an employment contract for any specified period of time. Your employment with CREA shall be 'employment at will' and shall be subject to the terms and conditions set out in the Employment Agreement, Confidentiality Agreement, the policies formulated by CREA from time to time (including as set out in any handbook of policies, procedures and good practices of CREA that CREA may have or develop), applicable law and any other agreements entered into between you and CREA or undertakings given by you to CREA.

Please acknowledge this letter as a token of your acceptance. Copies of the Employment Agreement and the Confidentiality Agreement can be procured from CREA on or before your joining date and you are free to review its terms and seek independent counsel.

We welcome you to the CREA family and look forward to a long and mutually beneficial association.

For **Crea-Shakthi**

Acknowledged and Accepted:



Name: Dushyanth Gunashekar  
Title: Founder & Chief Mentor  
Date: 6<sup>th</sup> September, 2020

\_\_\_\_\_  
Name:  
Title:  
Date: