

("MMI/The Comapny") (which expression shall unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns) of the **ONE PART**;

And

Rajesh Upadhyay S/o Harprasad Updhyay of Delhi Indian Inhabitant, residing at #624, GH-13, Paschim Vihar Delhi -110063 bearing PAN no. AAPPU2355K hereinafter referred as ("Journalist/Employee") (which expression shall unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs and legal representatives) of the **OTHER PART**.

The Company and Employee are hereinafter also referred to individually as party and collectively parties.

### **NON-PARTISANSHIP**

Many stringent standards are ensured by the observance of our comprehensive Editorial Policy that lays down the code of conduct and guidelines for its Employee's. We stand by its ethical stand of 'no Influencers policy' which ensures that its stories are not influenced by any external bias. No one working with us engages in partisan political activity and never makes any contributions to candidates or advocacy organizations.

Journalist have to abide by all norms and code of conduct as prescribed by Press Council of India read with the Press Council Act, 1978 as amended till date.

The news to be published should not be motivated or guided by partisan feelings, nor should it appear to be so; Journalist should endeavor to uphold the spirit of free and non-partisan journalism. Further, the journalist should NOT publish any exit-poll surveys, however, genuine they may be, till the last of the polls is over.

Publication includes digital publication in electronic forms either in company's website and other social networking sites or any other electronic formats.

Journalist should, while publishing any political news, any quote of a leader should always be taken along with its context and give equal space to all parties without any favour when reporting political news.



### **EMPLOYEE RESPONSIBILITY**

It is possible that Employee's close relatives or friends (eg: wife, colleague, close friend, children) are in politics or legal profession. In such cases, always make sure that no one should be able to point a finger at your reporting or news coverage.

Company

Employee

It is the responsibility of a journalist to keep an eye on public events/ rallies, even if they do not cover the beat assigned to you.

During election period, write content which follows the election code of conduct.

Do not misquote leaders or parties while reporting political news.

Never quote statements which spread hate and violence.

Always follow the guidelines of the Election Commission while publishing election surveys or pre-poll surveys.

Always be honest towards your work, so that no one can accuse you of biased reporting/ coverage.

In case such a situation arises, please inform your editor, so that you can avoid being involved in any untoward situation such as conflict of interest.

In such cases, the organization changes the work area or beat of the concerned journalist. He/She is removed from the political desk (if the concerned journalist is already covering it) and moved to another desk, so that public trust is maintained, which is the foremost consideration for the Company.

Employee, always remember that it is not its right to cover the beat which he wish to. This is the right of the Company to decide which beat Company will ask you to cover, so that there is no conflict of interest.

During Your Employment, Employee will not attempt to be a part of a rally which is being organized with a specific political purpose and the Company will be reporting about the rally or campaigning.

There is very little difference between participating in a rally as an observer and to actually participate in it.

Employee should avoid holding placards or sloganeering along with other people involved in the rally.

When the journalists are covering political or other kind of rallies, it is expected that should always remember the responsibilities of being a journalists.

Always remember to behave ethically when you are expressing your views on the platform of another media house.

Do not talk about anything related to that day's news which has not been published by the organization or about which you are not allowed to speak on in the organization.



Company \_\_\_\_\_

Employee \_\_\_\_\_

If you are present on a platform where questions related to political activity are being asked, you can present your points on the basis of facts.

### WORKS-MADE-FOR-HIRE

(a) Employee agrees that all works of authorship or material that Employee may develop, author, write, create or contribute to during the term of Employee's employment by the Company or its successors and for the benefit of the Company, whether solely or jointly with others, shall be considered works-made-for-hire. Employee agrees that such works shall be the sole and exclusive property of the Company and that all right, title and interest therein or thereto, including all Intellectual Property rights existing or obtained in connection therewith, shall likewise be the sole and exclusive property of the Company and that all right, title and interest therein or thereto, including all intellectual property rights existing or obtained in connection therewith, shall likewise be the sole and exclusive property of the Company. Employee agrees further that, in the event that any work is not considered to be a work-made-for-hire by operation of law, Employee will immediately, and without further compensation, assign all of Employee's right, title and interest therein to the Company, its successors and assigns.

In addition, at the request and expense of the Company, Employee agrees to perform, and to cause any other entity owned or controlled by Employee to perform, in a timely manner such further acts as may be necessary or desirable to transfer, defend or perfect the Company's ownership of such work and all rights incident thereto. (b) For purposes of this agreement, "**Intellectual Property**" means (a) all inventions, all improvements thereto, and all patents, patent applications, and patent disclosures thereof, (b) all registered and unregistered trademarks, service marks, logos, internet domain names, trade names and corporate names, including all goodwill associated therewith, and all applications, registrations, and renewals in connection therewith, (c) all copyrightable works, all copyrights, and all applications, registrations, and renewals in connection therewith, (d) all trade secrets and Confidential Information, (e) all software and applications, (f) all designs, plans and specifications, (g) all copies and tangible embodiments thereof, and (h) all other proprietary rights, including, without limitation, all rights to sue for present, past and future infringements of each of the foregoing.

### FAKE NEWS/COUNTERFEIT CONTENT



Company maintains a zero tolerance policy towards fake news/ Counterfeit Content. Following points must be kept in mind by the Employee while doing a story.

- Employee must stay away from giving any opinion.
- We must let the proof and evidence speak for itself.
- Evidence must always be attached in a story.
- Must try and perform basic fact checking for every alert in the social media feed.

Company



Employee

- Let our readers draw their own conclusions, though, when required, we will also provide a conclusion based on the facts.

### **CRIMINAL ACTIVITY AND BREACH OF TRUST**

Unauthorized access, hiding and overhearing conversations, recording conversations without permission, computer hacking, breaking into houses or stealing documents are all crimes in the eyes of the law.

If a reporter is involved in a legal dispute while gathering news, he should immediately contact the Company's legal department so that timely help can be provided.

Using the work/content of another or even part of it is wrong according to the plagiarism law as well as ethics.

It does not matter if the source is a published book of an author or on a website. It is not acceptable in any manner to take credit for another's work. It is important to mention the source in every story.

### **COMPANY CODE OF CONDUCT**

You always have to keep in mind that our readers are our employers. We have to prepare every news story for them. We have to make them aware, give them appropriate information so that they can take appropriate decisions.

We should always, publicly and privately, be fair to our readers.

We should always give a respectable response to the readers when contacting them publicly, on telephone, through letters or emails.

We should always reply to the emails and letters of our readers within respectable period. Never ignore a mail from a reader.

Always be careful when commenting on social media. Always remember that you are giving a response as an employee of the Company, so think twice before writing any word to ensure that a wrong message is not sent to the public.

Whenever you make a political comment, please keep in mind that it should not adversely affect the image of the Company.

Normally, we do not grant permission for public relations work, whether paid or unpaid. The company can give permission for non-profit organization or non-partisan activities.



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Company

Employee

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Especially in situation where the concerned journalist is part of the organization, and there is no conflict of interest.

Additionally, we do not give permission for publicizing any book, movie, performance or other products which does not belong to our company.

While working outside, always keep in mind that the interests of the Company or your work should not be affected.

Prior to accepting invitation from such agencies and agents with whom the Employee's are collaborating, they should take permission from the company. If participating in an event or program of an organization raises questions about the work process or transparency of the company, then you should try and avoid participating in such events. It is possible that the said group or organization has a hidden agenda.

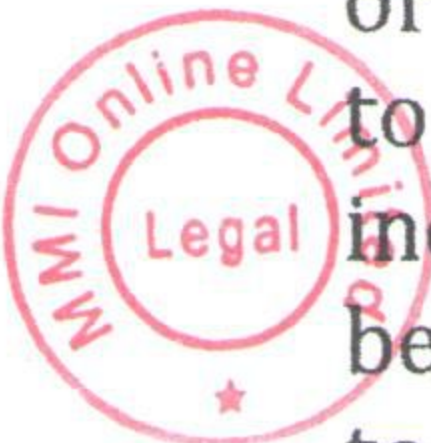
Do not be a part of any political program or charitable event which has a questionable modus operandi.

### **CONFIDENTIALITY**

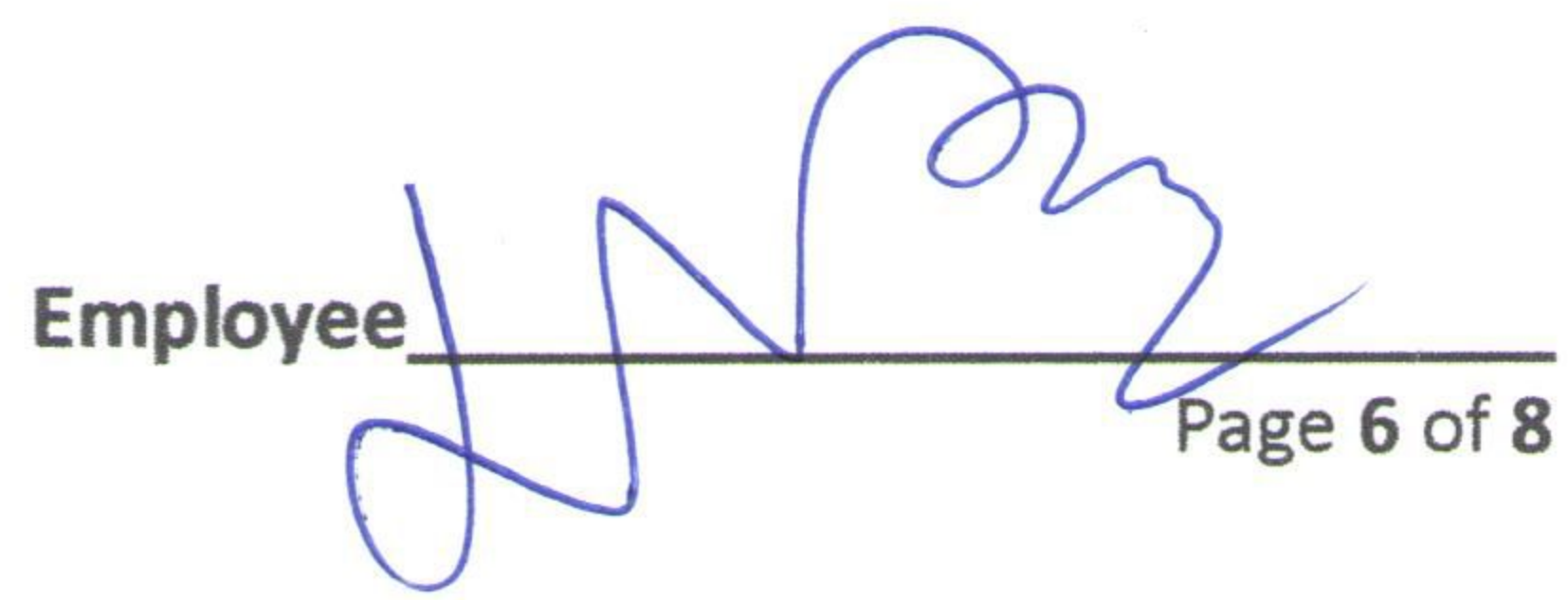
All knowledge and information, not already available to the public, which you acquire, have acquired, or will acquire in the course of your employment with the Company with respect to the Company's business, work methods, or pending regulatory matters, or other Company matters that are treated by the Company as confidential, shall be regarded by you as trade secrets, whether or not they are classifiable legally as trade secrets, and shall be treated by you as strictly confidential. Such knowledge and information shall not either directly or indirectly be used, disclosed, or made accessible to anyone by you for any purpose, except in the ordinary course of the Company's business under circumstances in which you are authorized to use or disclose such information. No disclosures of such confidential information shall be made outside of those you are authorized to make in the regular and ordinary course of your duties unless and until you receive prior written permission of the Board of Directors of the Company to make such disclosure.

### **ETHICS**

The altering, inflating, and/or inappropriate manipulation of performance/financial results or any other infraction of recognized ethical business standards, will subject the employee to disciplinary action up to and including Termination of employment. In addition, any incentive compensation as provided by the Plan to which the Participant would otherwise be entitled will be revoked. Employee who have willfully engaged in any activity injurious to the Company will, upon Termination of employment, or Retirement, be obligated to repay any Award earned during the Performance Period in which the wrongful conduct occurred.



Company 

Employee 

## GOVERNING LAW AND DISPUTE RESOLUTION

This Agreement, as well as all the rights and obligations arising there from, shall be governed by and construed in accordance with the laws of the Republic of India. Any legal action or proceeding with regard to this Agreement shall be brought in the District Court Delhi, Company reserving to themselves the right to bring any such legal action or proceeding in any other court of law having or accepting jurisdiction as the Company may elect.

**Arbitration:** Without prejudice to and notwithstanding the above, the parties agree that subject to the option in favour of the Company, Any disputes arising out of or in connection with this Agreement, during its subsistence and after its termination in any manner whatsoever, including the validity of this Agreement shall be referred to arbitration mechanism by way of a common arbitrator if agreed upon by the parties or by way of two arbitrators one to be appointed by each party to the dispute and the third to be appointed by both the arbitrators in accordance with the provisions contained in the Arbitration and Conciliation Act 1996 as amended from time to time. The award passed shall be final and binding upon both the parties. The venue of arbitration shall be Delhi (India). The proceedings of arbitration shall be in English. The governing laws shall be the laws prevailing in India for the time being in force.

## HOLDING OUT

Following the Termination Date, the Employee will not, save as agreed, represent himself as being employed by, or concerned in any way with the Company or any of its Associated Companies.

## ACCEPTANCE

I have reviewed this agreement and understand their contents, and agree to adhere to the terms and conditions described therein:

Employee Name - Rajesh Upadhyay

Employee signature: \_\_\_\_\_

Date : 01<sup>st</sup> April, 2018

Company \_\_\_\_\_


Employee \_\_\_\_\_

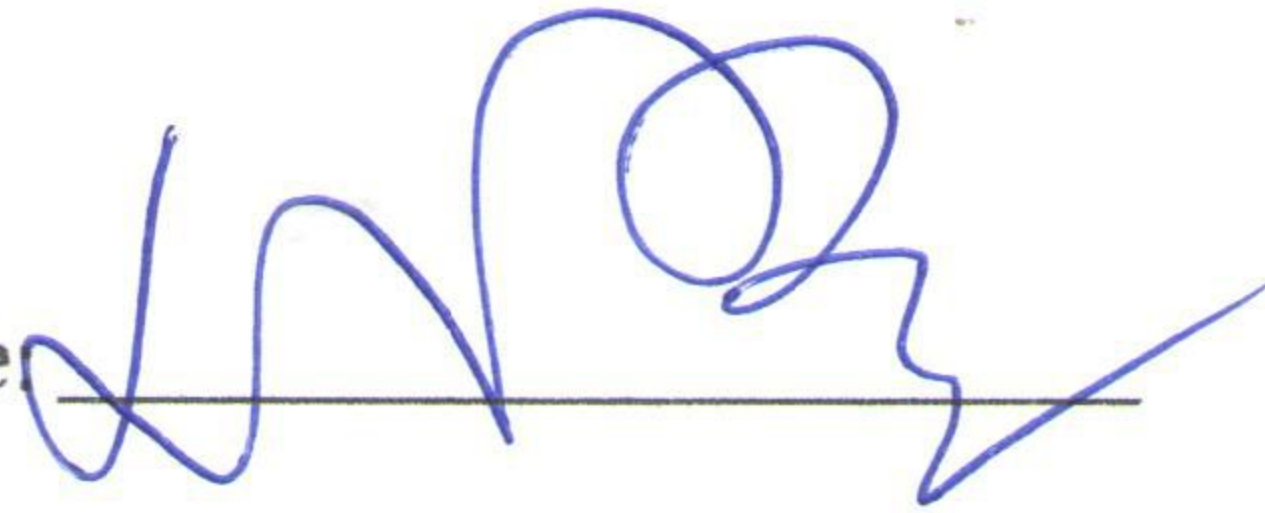
  
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**RELEASE**

I, do hereby release and forever discharge and hold harmless the Company and its directors, officers, employees, agents, successors, and assign from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise, or may hereafter arise in any way, from my participation in any act which is against the provision of any law of land for the time being in force.

Employee signature \_\_\_\_\_



Date: 01<sup>st</sup> April, 2018

Signed By: \_\_\_\_\_



Bharat Gupta

CEO

For and Behalf of: MMI Online Limited

Date: 01<sup>st</sup> April, 2018



Company \_\_\_\_\_



Employee \_\_\_\_\_

