



Private and Confidential

20 September 2021

Chow Kit Leon Clifford



Dear Clifford,

EMPLOYMENT AGREEMENT

On the basis of the truthfulness and correctness of the information provided by you to date we UCARS Pte. Ltd. ("**the Company**") are pleased to offer to employ you in the position from the commencement date upon the terms and conditions, all set out below ("**the Employment Agreement**"):

- 1. Position**

Online Editor, TopGear Singapore of the Company or to any other position within any other entity to which the Company may deploy you at any time or from time to time at its sole discretion. In the event of such deployment, you shall comply with the instructions and rules given by such other entity. In the event of any inconsistency or contradiction between any of such instructions or rules, you shall immediately obtain the decision of the Company on how to resolve such inconsistency or contradiction.
- 2. the Commencement Date**

1 November 2021. For the purposes of the Employment Agreement, "**year**" means the period from the Commencement Date to the date immediately before the first anniversary of the Commencement Date or the period from an anniversary date to the date immediately before the next anniversary date.
- 3. Working Hours**

Your normal working hours are from 0900 hours to 1800 hours daily from Monday to Friday with an hour's lunch break, subject to exigencies of service when you will be expected to work beyond the normal working hours.
- 4. Base Salary**

Your base salary will be  on a day to day basis and payable in arrears on the last day of each month. The Company may adjust your salary after taking into account your work performance and the performance of the Company and other relevant factors.
- 5. Annual Wage Supplement**

Subject to normal business conditions, the Company shall pay an Annual Wage Supplement equivalent to one (1) month's basic pay to the employee. Employee must remain in the employment of the Company as on the day of payment to be entitled for AWS.

Employees who have not completed twelve (12) months of continuous service at the time of the payment of the annual wage supplement shall be entitled to the annual wage supplement on a pro-rated basis.
- 6. Probation Period**

You are placed on probation for 3 months from the Commencement Date or for such other period as the Company may decide subsequently.