

Dated: 18th Nov, 2021

Mr. Tarun Tailor

Kanchan Nagar, Nimbahera,
Chhitorgarh – 312601

Subject: Appointment letter

Dear **Mr. Tarun Tailor**,

With reference to your application and subsequent interview, we are pleased to offer you a position of **Software Development Engineer I** at our Organization as per the terms discussed. Your Joining date will be 22nd Nov 2021.

Compensation:-

You shall be paid a consolidated compensation of Rs. 3,60,000/- (Rupees Three Lakhs sixty thousand only) per annum for the initial 6 months and Rs. 6,00,000/- (Rupees Six Lakhs only) after completion of 6 months post review of performance & confirmation of employment with Belair.

Location of Work:-

You would be located initially at the facility at Plot No- 9, 1st Floor, opp. Dwarka, Pocket 3, Sector 11 Dwarka, Delhi, 110075. Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company on a temporary/ permanent basis. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

Working Hours:-

You will be expected to work in a normal day shift (Monday to Friday), with flexible timings, every Saturday Sunday will be an off.

Probation:-

You will be on probation for six months from date of commencement of your service, which may be extended at the discretion of the Company. At the end of the probation period, provided that the Company finds your performance satisfactory, your appointment will be confirmed, in writing.

Notice Period:-

During the probation period you may be relieved of your duties without any notice period.

Non-Disclosure: -

So long as you are the employee of the Company, you will be at all times, required to observe secrecy in the respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable to the trade and furthermore, you will not disclose them without the written authority of the Company to anyone other than the Company's officers authorized to receive them and that even after you have ceased to be in the service of the Company, you shall not disclose them to anyone.

1. Taxation and Others:-

Any amount payable by the Company to you towards your Salary, or, any other payment shall be subject to any tax deductible at source and, or, any other taxes and/or any other amounts required to be deducted under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

2. Other Conditions:-

You shall not be permitted during the term of this agreement, to undertake any employment or engage in any external activities of a commercial nature without prior written approval. You shall be required to effectively carry out all responsibilities and obligations assigned during your employment by the overall coordinator or other authorised personnel.

Confidentiality:-

You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials. You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

Proprietary Rights:-

You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee. You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

Termination:-

Notwithstanding anything herein, shall be entitled to terminate this agreement upon adopting due procedure and affording you the chance of showing cause and hearing, if you are found guilty, or to have engaged in: (i) any act of misconduct or negligence in the discharge of your duties during the probation period; or (ii) any other act or omission, inconsistent with your duties; or (iii) any breach of Company Policy; or (iv) any criminal case or act prejudicial to BELAIR, or (v) if you are absent for a continuous period of five (5) days without any prior notice. (vi) if you undertake any employment or engage in any external activities of a commercial nature without prior written approval of the Company.

Official Property:-

You shall maintain and keep in your safe custody any intellectual property material, documents or equipment that may be issued to you. You shall be liable to return the above on demand or in event of you leaving the organization.

Personal Property:-

I agree that BELAIR will not be responsible for loss, disappearance, or damage to personal property. I hereby release, discharge, and hold BELAIR harmless from any and all claims relating to loss of, disappearance, or damage to such personal property.

Harassment:-

The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

Non-compete:-

In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation with any customer/ partner or business involved in similar/competing business of Belair or any of its Group Companies.

Return of Materials:-


At the time I end my employee relationship with BELAIR, I will return to BELAIR all papers, drawings, notes, memoranda, manuals, specifications, designs, devices, documents, diskettes and tapes, and any other material on any media containing or disclosing any confidential or proprietary technical information. I will also return any keys, pass cards, identification cards or other property belonging to BELAIR.

Official Company Policies:-

You shall be required to follow the official policies of the organization, which may be in effect from time to time. In addition, the company reserves the right to terminate your services in event of problems related to integrity and discipline issues (such as destruction of company property, being under the influence of alcohol or drugs, etc.)

The appointment and its continuance are subject to your being found and remaining medically (physically and mentally) fit.

Yours sincerely,
For **Airtickets India (P) Ltd.**



Michael Jain
Director

Declaration

I have read and understood the above terms and conditions and undertake to abide by them. I have also received one copy of this letter and confirm to join the services w.e.f. **22nd Nov, 2021.**

Mr. Tarun Tailor

Date:



Our Brands: belair.in • belaironline.in • cheapticket.in • belairholidays.com

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