

Thrillophilia Offer Letter & Employment Agreement

Dear Aashi joshi,

Congratulations!!!

Not many companies could promise you a job filled with adventure. We do. With Thrillophilia your job would have a totally different meaning. But it's not a job that we are offering you; we are giving you an opportunity to have a career.

The company believes in imparting a particular skill set to the people who join us in our journey. At some point in time employees will be given a charge of the departments that will be formed in due course of time. We have selected you on the basis of your potential and we will take it upon ourselves to make you reach that potential.

We believe in a step by step growth path for an employee. The first three months will mostly focus on the training of the employee. During this period the employee will undergo an on the job training where he will familiarize himself with the job that he needs to perform and at the same time inculcate the culture of Thrillophilia. At Thrillophilia we believe in transparency and a customer centric approach.

The second phase will see the employee taking up some roles and responsibilities but under the aegis of a mentor assigned by the company. The Third phase will see the employee undertaking all the roles that he will be performing for the company and will be assisted by his mentor in case of difficulties. In the final phase of joining the employee will start performing as an individual entity and will have to perform his job as an individual and be responsible for his performance. After the training the employee will be accountable for his actions.

Thrillophilia is pleased to confirm the offer extended to you to join Thrillophilia in the position of a **Digital Marketing Associate, beginning June 10th, 2019**. The purpose of this letter is to set forth our understanding of the terms of your employment with Thrillophilia including your job description and compensation. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Thrillophilia over time, and to focus your energies on successfully and efficiently contributing to our company goals. Your responsibilities will be those outlined in the enclosed job description.

Compensation

CTC: INR 3,00,000 per annum

Fixed component per annum: INR 3,00,000

Expenses on phone, or travel or anything else for company purpose will be reimbursed.

Your first 90 days of employment with Thrillophilia are considered an Introductory Period, and during this time you will be in probation. Completion of the Introductory Period does not guarantee continued employment for any specified period of time, nor does it require that a dismissal be based on cause. However based on your performance, we can choose to extend this period into full-time employment.

The employee will be due for appraisal after one year of his joining. His performance and his ability to exist as a team player shall be the criteria for his appraisal.

By signing this document you agree to the terms and conditions of Thrillophilia. As a part of the company you shall adhere to the company's guidelines. In case of violation the company has the right to terminate your services.

Policies & Benefits

Any questions regarding Thrillophilia's policy, benefits administration, compensation or eligibility, should be directed to Abhishek Daga or Chitra Gurnani Daga.

At-Will Employment

If you choose to accept this offer, please understand your employment is "at-will," voluntarily entered into and is for at least one year period. Failing to serve for less than one year Thrillophilia has full rights to forfeit your bonus, performance incentives, variable component and salary deductions over the last months of your service. You are free to resign at any time, for any reason or for no reason. But you need to serve a notice period of a month, even if left during probation period. Also, Thrillophilia is free to conclude its at-will employment relationship with you at any time, with or without cause.

Confidentiality & Authorization to Work

As a condition of employment, you will be requested to sign this document, which is also an Employee Confidentiality Agreement. Anytime you breach or pass any kind of confidential information to friends, family or any other company could lead to immediate termination. You should also note that you will be required to submit proof of citizenship, 10-12 mark sheets, 2 photographs, last degree mark sheets, offer letter/relieving letter/payslips of all previous organisations (for experienced candidates) and permanent residency in India, or authorization to work in India within three business days of your date of hire.

Welcome to www.thrillophilia.com. We hope you agree that you have a great contribution to make to the industry by way of Thrillophilia, and that you will find working here a rewarding experience.

We look forward to the opportunity of working with you to create a successful company, and we are confident that your employment with Thrillophilia will prove mutually beneficial.

Regards,

Chitra Gurnani Daga

CEO and Co-Founder

Thrillophilia Adventure Tours Pvt. Ltd.

The Effective Date of this Agreement: **4th June 2019.**

This Agreement is by and between Thrillophilia Adventure Tours Pvt. Ltd.

and

Aashi joshi

Terms and Conditions

1. Reasonable Time and Effort Required.

During his / her employment, the Employee shall devote his time, interest, and effort for the benefit of Thrillophilia.

2 .Non-Competition During Employment

The Thrillophilia prohibits the Employee from participating in or planning to participate in a competitive business while employed by the Thrillophilia .During the employment term, the Employee shall not, in any fashion participate or engage in any activity or other business competitive with the Thrillophilia's business. In addition, the Employee, while employed, shall not take any action without the Thrillophilia's prior written consent to establish, form, or become employed by a competing business on termination of employment by the Thrillophilia. The Employee's failure to comply with the provisions of the preceding sentence shall give the Thrillophilia the right to terminate any benefits or compensation that the Employee may be otherwise entitled to following termination of this Agreement.

3. Term of Employment

You shall be employed for the first three months on probation basis and based on his/her performance further action will be taken. After serving for three months, termination can occur as provided in this Agreement or this Agreement is extended by mutual written consent of the parties.

During Probation period, due to non-performance, company can terminate your employment by giving a one week notice period.

4. Place of Employment

During the employment term the Employee shall perform the services required at the Thrillophilia's office, located in Jaipur. The Employee acknowledges that the Thrillophilia may from time to time require the Employee to travel temporarily to other locations on the Thrillophilia's business.

5. Salary

The basic salary payable to the Employee shall be increased annually by an inflation adjustment, performance and company performance. The computation required under this section shall be made at the end of the month that this Agreement is dated for each year during the term of this Agreement, and any adjustment shall be immediately payable.

Once the employee puts his resignation letter, then during the notice period, salary will not be paid and will be cleared during settlement. During the probation period, salaries will be paid on the 15th of the next month. Once an employee gets confirmed after successful completion of his notice period, salary for a month is paid by the 5th of the next month.

6. Stock Options.

The company shall offer ESOP (Employee Stock Ownership Plan) to some employees based on their services.

7. Leaves

You are entitled for 22 leaves (14 Paid Leaves + 8 Sick Leaves) in a year. In addition to these leaves there will also be yearly holidays for all employees. However during Probation period, the employee cannot take any leave. After this period the accumulated leaves over the first three months will be added to his / her leave account and can be availed as and when needed with prior application.

8. Expenses

Thrillophilia shall reimburse the Employee for reasonable expenses incurred in connection with the Employee's performance of his / her duties including travel expenses, food, and lodging while away from his base work location, pursuant to the Thrillophilia's reimbursement policies.

9. Employee's Right of Ownership

All inventions conceived or developed by the Employee during the term of this Agreement shall remain the property of Thrillophilia, provided, however, that as to all such inventions with respect that the equipment, supplies, facilities, or trade secret information of the Thrillophilia was used, or that relate to the business of the Thrillophilia or to the Thrillophilia's actual or demonstrably anticipated research and

development, or that result from any work performed by the Employee for the Thrillophilia shall remain the property of the Thrillophilia.

10. Involuntary Termination of Agreement.

The Thrillophilia may terminate this Agreement at any time without notice if the Employee commits any material act of dishonesty, discloses confidential information, is guilty of gross carelessness or misconduct, or unjustifiably neglects his / her duties under this Agreement, or acts in any way that has a direct, substantial, and adverse effect on the Thrillophilia's reputation. The Thrillophilia may also terminate this Agreement without cause, either on the last day of any fiscal year of the Thrillophilia on six months' prior written notice to the Employee. The Thrillophilia can also terminate the Employee without notice for cause.

11. Employee Termination/Resignation

The employee will have to serve the company Thrillophilia for a period of one year to the minimum. If the employee wishes to terminate / resign before the completion of one year of his or her service with Thrillophilia, the employee will have to pay out an amount equal to his or her one month compensation at Thrillophilia.

In case a disassociation happens between the employee and the company within 30 days of joining date, the company will not be liable to pay compensation for the days served.

The Employee will have to give Thrillophilia a one month prior written notice of resignation whenever he chooses to resign. The Employee may retire after age 60 and upon proper notice.

11.1 Termination on Retirement. This Agreement shall be terminated by the Employee's voluntary retirement, that retirement shall be effective on the last day of any fiscal year, provided that the effective date of retirement occurs after the Employee's 60th birthday, and that the Employee gives the Thrillophilia six months' prior written notice.

11.2 The employment Agreement will automatically terminate if the Employee becomes permanently disabled.

11.3 Termination upon Death. If the Employee dies during the period of employment this Agreement shall then be terminated. The employment Agreement may terminate upon proper notice after a merger or sale of assets by the Thrillophilia.

11.4 Termination or Assignment on Merger. In the event of a merger where the Thrillophilia is not the surviving entity, or of a sale of all or substantially all of the Thrillophilia's assets, the Thrillophilia may, at

its sole option (1) assign this Agreement and all rights and obligations under it to any business entity that succeeds to all or substantially all of the Thrillophilia's business through that merger or sale of assets, or (2) on at least 30 days' prior written notice to the Employee, terminate this Agreement effective on the date of the merger or sale of assets.

12. Non-Disclosure after Termination

After termination of employment, the Employee will still be prohibited for a period of five years from disclosing the Thrillophilia's trade secrets and any confidential information. Because of his / her employment by the Thrillophilia, the Employee will have access to trade secrets and confidential information about the Thrillophilia, its products, its customers, and its methods of doing business. In consideration of his / her access to this information, the Employee agrees that for a period of five years after termination of his / her employment, he / she will not disclose such trade secrets or confidential information.

13. Entire Agreement

This Agreement contains the entire Agreement between the parties and supersedes all prior oral and written Agreements, understandings, commitments, and practices between the parties. No amendments to this Agreement may be made except by a writing signed by both parties. By signing this agreement you ensure that you have read all the policies and agree to them.

14. Notices

Any notice to the Thrillophilia required or permitted under this Agreement shall be given in writing to the Thrillophilia, either by personal service or by registered or certified mail, postage prepaid, addressed to Abhishek Daga (Founder of Thrillophilia) at its then principal place of business. Any such notice to the Employee shall be given in a like manner and, if mailed, shall be addressed to the Employee at his / her home address then shown in the Thrillophilia's files. For the purpose of determining compliance with any time limit in this Agreement, a notice shall be deemed to have been duly given (1) on the date of service, if served personally on the party to whom notice is to be given, or (2) on the second business day after mailing, if mailed to the party to whom the notice is to be given in the manner provided in this section.

15. General Provisions

15.1 Governing Law & Jurisdiction. This agreement and the parties' actions under this Agreement shall be governed by and construed under the laws of the state of Karnataka under Karnataka state government Judiciary without reference to conflict of law principles. In the event of a lawsuit or any legal

proceeding involving this Agreement, the Employee will have to pay the Thrillophilia costs and expenses, including reasonable attorney fees. 16.2 Costs of Litigation. In the event any action is brought to enforce this Agreement, Employee shall be entitled to recover its costs of enforcement including, without limitation, attorneys' fees and court costs.

16. Force Majeure.

In the event that Employee is unable to perform any of its obligations under this Agreement because of any Act of God, strike, fire, flood, governmental acts, orders or restrictions, Internet system unavailability, system malfunctions or any other reason where failure to perform is beyond the reasonable control and not caused by the negligence of the Employee (a "Force Majeure Event"), if Thrillophilia has been so affected shall give notice immediately to Employee and Employee shall use its reasonable best efforts to resume performance. However, if the period of non-performance exceeds 30 days from receipt of notice of the Force Majeure Event, Employee may be terminated and his assets like pending salary, sales incentive, bonus etc can be forfeit, by giving written notice.

17. Confidentiality

Even after the termination of the Agreement, Employee may still have certain responsibilities such as keeping information confidential for five years and he cannot share any business secrets of Thrillophilia. Any information related to compensation need not be disclosed or discussed with any colleague or senior in the company other than Chitra Gurnani or Abhishek Daga.

18. Survival of Certain Provisions.

The warranties and indemnification and confidentiality obligations set forth in the Agreement shall survive the termination of the Agreement by either party for any reason.

Understood, Agreed & Approved

We have carefully reviewed this contract and agree to and accept all of its terms and conditions. We are executing this Agreement as of the Effective Date above.

Agreed to and Accepted by:

Aashi Joshi

Date: 04/06/2019