



24th April 2024

Vansh Chopra

D-185, Sector-41, Noida, Uttar Pradesh-201301

STRICTLY PRIVATE AND CONFIDENTIAL

Dear Vansh Chopra,

We are pleased to offer you a position as the **Software Development Engineer I** of **Expedia Online Travel Services India Private Limited** ("**Company**" / "**Expedia**"). You will initially report to **Engineering Manager** or such other person(s) as the Company may designate from time to time. The Company may change your reporting line and/or introduce additional levels of management above the person to whom you report.

The office of the Company and your place of work is currently located in **Gurgaon** although the Company may require you to work from other locations in accordance with the needs of the business. You agree to travel (both within and outside of India) as may be required for the proper and efficient performance of your duties of employment.

The Company, may, at its sole discretion, from time to time, require you to carry out your duties from home. This does not give you a contractual right to work from home, and if the Company does exercise its discretion to ask you to work from home, this will not amount to a contractual variation of your main place of work. If the Company does request you do work from home, then you agree that you will do so and for this purpose the Company will provide you with reasonable equipment to facilitate home-working, the exact equipment provided to be at the absolute discretion of the Company.

In addition to the duties and responsibilities assigned to you in your role as **Software Development Engineer I**, you may also be required to undertake other work from time to time as directed by the Company. You agree to perform your duties faithfully, conscientiously and to the best of your ability.

Your commencement date for employment under this contract will be agreed and communicated to you separately ("**Joining Date**").

You acknowledge that Expedia will undertake reference and background checks in relation to your suitability for employment. This offer and your employment with Expedia remain subject to satisfactory completion of background checks confirming your qualifications, references, immigration permissions and public records. These checks may be undertaken at any time prior to, or during, your employment with Expedia. In the event any of these checks are not completed to Expedia's satisfaction, you agree that Expedia may immediately terminate your employment.

Your employment shall be subject to a probationary period of 3 (three) months which period shall commence from the Joining Date. The Company may choose to reduce or extend such probationary period to the extent it deems fit. The terms of your employment with the Company shall at all times be governed by the definitive employment agreement to be executed between you and the Company on the Joining Date ("**Employment Agreement**"). The terms of the Employment Agreement shall supersede any other written or oral agreements, understandings, or commitments made to you.

Your annual compensation from the Company shall comprise of a fixed component and may also include a discretionary variable component (collectively, "**Compensation**"), as detailed in Annexure A to this letter. In particular:

- Your annual entitlement to the fixed compensation will be **Rs. 1,450,000/-** ("**Fixed Component**"), which shall be subject to tax and social security deductions in accordance with the applicable law. Any compensation for overtime if applicable will be paid in accordance with the applicable law. The Fixed Component shall be paid in equal installments on a monthly basis and in arrears.

As an employee of the Company, you will be expected to abide by the Company's rules and regulations and policies of the Company and the Expedia Group, as updated from time to time.

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial, immigration and criminal checks as well as execution of the Employment Agreement. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment. The Company reserves the right to withdraw this offer of employment (or terminate your employment, as the case may be) without any obligation whatsoever; in the event that it determines or believes that any contractual or other obligation may limit your ability to engage in business activities for the Company.

We would appreciate your indicating acceptance of this offer by signing this letter. You agree that your electronic signature can be used and is the legally binding equivalent to a handwritten signature. Whenever you execute an electronic signature, it has the same validity and meaning as your handwritten signature. You agree that you will not, at any time in the future, repudiate the meaning of your electronic signature or claim that your electronic signature is not legally binding.

We are certain that you will find your career with the Company to be both challenging and rewarding. We look forward to your becoming a member of our team. In case you have any questions, please feel free to get in touch with us.

Please note that this offer is valid for a period of 3 (three) days from the date of this offer letter. The offer shall lapse automatically (without any obligation or liability on the Company) unless you confirm your by returning the original signed documents to us. Upon acceptance, we shall communicate the Joining Date.

You are required to treat this offer letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants) without our prior written consent.

We look forward to your favourable reply and to a productive and enjoyable work relationship.

Yours sincerely,

For **Expedia Online Travel Services India Private Limited**


Upasana Pindwal (Apr 24, 2024 18:24 GMT+5.5)

Upasana Pindwal

Senior Manager, Regional HR
People Team - APAC

Annexure A

Annual Compensation Annexure	
Compensation Structure of	Vansh Chopra
Level	J
Designation	Software Development Engineer I
A. Salary	INR (Annual)
Basic	580,000.00
House Rent Allowance	290,000.00
Supplementary Allowance	501,666.67
TOTAL (A)	1,371.666.67
B. Reimbursement	
LTA	48,333.33
Books & Periodicals	30,000.00
TOTAL (B)	78,333.33
Base Salary (Total A + Total B)	1,450,000.00
C. Additional Benefits	
Employer Contribution to PF (12% of Basic) ¹	69,600.00
Gratuity ²	27,884.62
Total	1,547,484.62

¹ Employer contribution is over and above fixed salary and payable as per the Government regulations

² Gratuity is payable as per the government regulations

Acceptance

I hereby accept the terms and conditions of this offer for employment with **Expedia Online Travel Services India Private Limited**. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.



Vansh Chopra (Apr 25, 2024 00:11 GMT+5.5)

Name: **Vansh Chopra**

Date: 25/04/2024