



HTT Holidaying Travel Technologies Private Limited
616 Galleria Tower, DLF Phase IV, Gurgaon, Haryana (GSTN: 06AAFCH1524G1ZZ)
Email: hello@socialboat.live | website: <https://socialboat.live>

Dear Arsh,

I am delighted & excited to welcome you to SocialBoat (HTT Holidaying Travel Technologies Pvt Ltd).

At SocialBoat, we believe that our team is our biggest strength, and we take pride in hiring only the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful experience with SocialBoat.

In this regard,

- 1) Your joining date would be 25 September 2023.
- 2) We are pleased to offer you INR 6,00,000/- (Indian Rupees six lakhs only) as the base annual salary for this role. Your total **CTC is INR 6,00,000/-**
- 3) Your engagement with SocialBoat will be subject to a probation period of 3 (three) months from your date of joining.

Your engagement will be governed by the terms and conditions presented in Annexure A subject to such revisions as may be required from time to time in accordance with the applicable laws and company policies.

We look forward to receiving your acceptance by 21st September 2023.

Please do not hesitate to call us for any information you may need.

Also, please digitally sign the printout of this offer as your acceptance and forward the same to us.

Congratulations!

Rahul Jain
Co-founder, SocialBoat



ANNEXURE A

You shall be governed by the following terms and conditions of service during your employment with SocialBoat, and these may be amended from time to time.

1. You are being hired as a Software Developer and Rahul Jain, Co-Founder would be your reporting manager. In this role, you will be responsible for developing software for SocialBoat. As per the needs of business, your role could evolve.
2. Your date of joining is 25 September 2023.
3. Your engagement with SocialBoat is conditional on:
 - (i) SocialBoat receiving the following documentation prior to your joining date:
 - certificates of qualification,
 - release letter from prior employer (if applicable),
 - completion of satisfactory references and/or background checks by SocialBoat.
 - (ii) successful completion of your engagement with SocialBoat for a period of 3 (three) months ("**Probation Period**") from the date of joining.
4. SocialBoat reserves the right to transfer you to other departments and in the event that you are assigned to and agree to another position within SocialBoat, the terms of this Offer Letter shall no longer apply except to the extent as agreed in writing between you and SocialBoat.
5. **Representations:** In keeping with its values, SocialBoat expects you to act with honesty and integrity when providing information to SocialBoat during the recruitment process and, if applicable, on their application form. SocialBoat reserves the right to at any time during your engagement, take disciplinary action against you (which may result in your dismissal) or, if appropriate, notify the relevant professional body or authorities if, at any time, SocialBoat has a reasonable belief that information you provided during your recruitment process was:
 - false;
 - misleading (by act or omission);
 - not in your own words or
 - plagiarized from another source.
6. **Non-Compete and Non-Solicit:** You acknowledge that you have various skill sets which, if deployed by you after you cease to be an employee of or cease to be associated with SocialBoat would be sufficient to be gainfully employed without having to compete with SocialBoat. Therefore, you shall not, in any capacity, directly or indirectly, including as an employee, consultant, partner, shareholder, except on behalf of SocialBoat during your employment and for a period of 6 (six) months from the date of being relieved from SocialBoat:
 - set up, operate service or own any business which competes with the business of SocialBoat;
 - solicit any business that is identical to the business of SocialBoat from any client, customer-supplier or distributor of SocialBoat (whether present or future); or



- solicit the employees or clients of SocialBoat for any other business whatsoever.

7. Ownership of Property

- (i) You agree that all confidential information and intellectual property, and any and all equipment, computers, laptops, computer programs, passwords, codes, cellular phones, devices, credit cards, keys and passes, access cards, parking passes, manuals, records, reports and any documentation or other materials of any nature, whether written, printed, electronic or in digital format or otherwise, relating to any matter concerning SocialBoat's business and any other property in your possession, custody or control (the "**SocialBoat's Property**") shall be and remain the sole and exclusive property of SocialBoat.
- (ii) All the work that you will produce at or in relation to SocialBoat will be 'work for hire' and remain the intellectual property of SocialBoat. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work-specifics and in-progress features in public domains (both online such as blogging, social networking sites and offline among your friends, college, etc.) without prior discussion and approval with your manager.
- (iii) However, you are absolutely free to talk about SocialBoat as a platform or its services in public domains. As an employee, you are an ambassador of the brand and corresponding good practices are expected.

8. Confidentiality

- (i) We take data privacy and security very seriously and to maintain the confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your employment will be your responsibility. SocialBoat operates on zero tolerance principle with regard to any breach of data security guidelines.
- (ii) You shall not, whether during your engagement with SocialBoat or after the cessation of the same, in perpetuity, for any reason, directly or indirectly, use for yourself or use for or disclose to any person any confidential information other than with the prior written consent of SocialBoat.
- (iii) In the event of moving on from SocialBoat, you shall hand over all SocialBoat work/data stored on your personal gadgets to your manager and delete the same from your machine and provide a written undertaking, in the form and manner acceptable to SocialBoat, to this effect failing which your full and final settlement shall not be released.

9. Duties

- (i) Subject to the overall superintendence, control and direction of SocialBoat, you shall perform such duties and responsibilities as are consistent with his designation and shall also discharge such duties and responsibilities as are delegated and conferred upon him by SocialBoat from time to time.



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- (ii) You shall devote all his time, energy and attention to the business and affairs of SocialBoat and the duties assigned to him and shall make best endeavours in promoting SocialBoat's interests.
- (iii) At all times, you shall be required to obey the Applicable Laws of the land and the relevant company policies.
- (iv) Notwithstanding anything contained herein, your engagement with SocialBoat shall always be subject to its internal policies which shall supersede in the event of any contradiction.
10. Under normal circumstances, either SocialBoat or you may terminate this association by providing a prior written notice of 30 days. However, SocialBoat may terminate this association without notice / forthwith subject to any disciplinary actions against you. Notice period does not apply during the probation period.
11. You are expected to conduct yourself with the utmost professionalism in dealing with team members, colleagues, clients, and customers and treat everyone with due respect.
12. SocialBoat is a start-up and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity, and hard work – and expect appreciation & rewards to follow.
13. Expect constant and continuous objective feedback from us and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
14. Have fun at what you do and do the right thing – both the principles are core of what SocialBoat stands for and we expect you to imbibe them in your day-to-day actions and continuously challenge us if we are falling short of expectations on either of them.

For and on behalf of SocialBoat

I have negotiated, agreed, read and understood all the terms and conditions of this offer letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Date:
Name:
Signature
Place: