

Required fields are marked with an asterisk.

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**e-Offer**

Date: February 5, 2023

Dear Mohd Waseemuddin,

Congratulations!

We would like to thank you for investing your time and effort to interview with our team. We've enjoyed meeting you and feel that your knowledge and skills are a good fit with the organisation and we're excited to offer you a position with us at Qatar Airways Group.

We have provided a full breakdown of the offer below for you to review and respond accordingly. If you have any questions please reach out to your Recruiter directly who will be happy to discuss this in more detail with you.

Congratulations again and we look forward to welcoming you on board.

Kind Regards,

Talent Acquisition Team, Qatar Airways Group

## YOUR OFFER DETAILS

Please read carefully before responding to accept or decline.

**1. Job Designation:** Technical Lead

**2. Job Grade:** QR.07

**3. You are joining:** Qatar Airways Group>Regional Office - Doha Head Quarters>Qatar Airways>Information Technology (Division)>Information Technology - IS - Commercial

### 4. Salary and Allowances

**4.1. Basic Salary:** QAR 14,700 per month

**4.2. Housing:** QAR 6,000 or Company Housing (The option of providing Company Accommodation or paying Housing Allowance is at sole discretion and choice of the Company.)

**4.3. Transportation:** QAR 1,000 per month or Transportation Services provided by the Company

**4.4. Utilities:** QAR 300 per month or Utility Charges paid by the Company

### 5. Ticket Entitlements

**5.1 Annual Leave Ticket**(Y = Economy class): Free “Y” class annual leave ticket, once a year on Qatar Airways’ flights for yourself, spouse and up to three children under 19 years of age (as applicable) in accordance with Company’s Policies.

**5.2 Joining Ticket:** Employees hired internationally and joining on QR Group sponsorship will be given a one way joining ticket from their location of recruitment, permanent residence or place of work. Accompanying family members may also be provided with a joining ticket as applicable.

**5.3 ID Ticket Entitlements:** You and eligible family members (spouse and three children under 24 years of age, as applicable) will also be entitled to unlimited rebate tickets from Qatar Airways. This included ID90 and ID50 rebate tickets for Qatar Airways. You will also be eligible for discounted tickets from other airlines. ID90 tickets entitle you to a 90% discount and ID50 tickets to a 50% discount. You will also have QR rebate entitlement for extended family members (parents/parents in-law, siblings, spouse of sibling, son or daughter in-law) as per grade eligibility.

**5.4 Buddy Pass Program:** You will be eligible for a total of fifteen (15) tickets per calendar year as a blended combination of BP90 and BP50 tickets.

**5.5 Entitlement Commencement:** Entitlement for ID50 tickets is available after three (3) months and entitlement for ID90 tickets is available after six (6) months. Entitlement for rebate tickets from other airlines is available after six (6) months.

### 6. Annual Leave

Thirty (30) calendar days annual leave on full pay for each year of service, in accordance with Company’s Policies. Employees may begin using accrued Annual Leave only after completing three (3) months of employment.

The leave entitlement is accrued during the first year, thus the leave balance available will depend on how much leave you have earned already. If any leave is required within the first 3 months, this will be unpaid and will require approval before joining.

### 7. School Fees Reimbursement

You will be reimbursed 100% of the actual basic tuition fees up to a maximum of QAR 45,000 per annum for eligible children in accordance with the Company’s Policies. This is for up to three (3) children from the age of four (4) up to nineteenth (19th) birthday.

### 8. Medical Insurance and Accident Insurance Cover

You will be covered under Company medical insurance scheme as applicable to your grade for yourself subject to applicable Company's regulations, and the coverage limits, exclusions, and rules of the insurers.

You will be reimbursed the cost of the Qatar Government Health Care Card for eligible family members (as applicable).

You will also be covered under the Company's Group Life/Accident and Disability Insurance Plan in accordance with Company's Policies, and the coverage limits, exclusions, and rules of the insurers.

## **9. End of Service Benefit**

You will be entitled to end-of-service benefits for each year of completed service payable at the end of your employment with the Company in accordance with Company's Policies. You will receive three (3) weeks of your basic salary for every year of services for the first five (5) years; four (4) weeks of your basic salary from six (6) to ten (10) years; five (5) weeks of your basic salary from eleven (11) to twenty (20) years and six (6) weeks of your basic salary from twenty one (21) year onwards.

## **10. Probation Period**

You will be initially employed on probation basis for the first six (6) months from your date of joining during which time either Party can terminate the employment by giving the other Party one (1) week written notice.

## **11. Notice Period**

Either party shall have the right to terminate the employment, at any time, by giving the other party at least ninety (90) days' notice in writing or payment in lieu.

## **12. Conditional Offer**

All other allowances not stated in this Appendix shall be in accordance with Company's Policies. In addition, the Company reserves the right (at any time) at its sole and absolute discretion to revoke, withdraw, or modify any of the Allowances stated in this employment Contract, including (without limitation) the Housing Allowance and other benefits.

An offer may be revoked/withdrawn by Qatar Airways at any time prior to the employment contract being signed in the following circumstances:

**12.1.** A candidate has provided false or misleading information, including in respect of qualifications or prior experience.

**12.2.** A candidate does not provide in a timely manner details required by the government or Qatar Airways.

**12.3.** There is unexpected delay in securing visa or other governmental clearances for the candidate in the relevant country which causes operational difficulty for Qatar Airways.

**12.4.** A candidate fails to pass a criminal background check.

**12.5.** The candidate is found to be ineligible to work in Qatar or the country the candidate is to be based in.

**12.6.** Qatar Airways or the relevant department is subject to budget changes or restructuring, meaning that the position can no longer be supported.

**12.7.** Circumstances beyond the control of Qatar Airways affecting its ability to conduct business as expected, for example acts of war or terrorism, epidemics/pandemics, or natural disasters and other calamities.

## **13. Contract of Employment**

On joining the Qatar Airways Group, you will be required to sign an Employment Contract which will, in addition to your Basic Salary, state the terms and conditions of your employment. Your allowances and benefits will be in accordance with Company's Policies as applicable to all employees on the same grade.

## **14. Acknowledgement of eOffer**

Should you be in agreement with the terms above, please acknowledge by selecting 'I Accept'. Upon acknowledgement, Qatar Airways Group will commence onboarding formalities and shall be in contact to coordinate such activities.

## **15. Validity**

This eOffer will remain open for your acknowledgement before February 7, 2023. Should your reply not be received, for any reason, prior to such date, this offer will be deemed as withdrawn.

Should you experience any technical issue related to offer, please contact QR Candidate Support at [qrcandidatesupport@qatarairways.com.qa](mailto:qrcandidatesupport@qatarairways.com.qa) for further assistance.

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Response

Accept the offer

E Offer Signature IP Address

Offer Rejection Reason

If you have selected Others, please explain here