



May 14, 2025

To Whom It May Concern,

Subject: Employment Reference Letter for Gurjeet Babbar

This letter confirms that Gurjeet Babbar is employed as a Regular, Full time employee (40 hours/week) of Expedia Canada Corp., an Expedia Group company, at 1000 de la Gauchetière Street West, Suite 2800, Montreal, H3B 4W5, Quebec, Canada. Gurjeet Babbar is employed as a Senior Software Development Engineer with annual compensation is \$161,421.00 CAD since April 1<sup>st</sup>, 2025. Gurjeet was hired as Software Development Engineer III on April 3<sup>rd</sup>, 2023 with annual compensation of \$140,000 CAD.

His main duties and responsibilities are as follows:

- Develops and tests complex or non-routine software applications and related programs and procedures to ensure they meet design requirements.
- Effectively applies knowledge of software design principles, data structures and/or design patterns and computer science fundamentals to write code that is clean, maintainable, optimized, modular with good naming conventions.
- Effectively applies knowledge of databases and database design principles to solve data requirements.
- Proactively teams up with peers across the organization to build an understanding of cross dependencies and shared problem solving.
- Effectively uses the understanding of software frameworks and how to leverage them to write simpler code.
- Brings together different stakeholders with varied perspectives to develop solutions to issues, and contributes their own suggestions.
- Thinks holistically to identify opportunities around policies/ processes to increase efficiency across organizational boundaries.

Sincerely,

A handwritten signature in black ink that reads 'Herve Tchepannou'.

Herve Tchepannou, Senior Engineering Manager - Expedia Group

[htchepannou@expediagroup.com](mailto:htchepannou@expediagroup.com)