

EMPLOYMENT AGREEMENT

BETWEEN: YOUR NAME

Dilmeet Singh Kohli

(Hereinafter called „Employee“), an individual with his main address at:

FULL ADDRESS

10-2949 Richmond Road, Ottawa, K2B 6S6, Canada

AND: BARSAV GROUP (hereinafter called „Company“), organized and existing under the laws with its head office located at: 561 Sherbourne St #3709, Toronto, ONM4X 0A1, Canada.

Canadian Business Number :826606329RC0001

RECITALS

- 1. Terms of Agreement.** The Employer has agreed to employ the Employee as "Customer Service Representative" the Employee accepted such employment upon the terms and conditions hereinafter set forth.
- 2. Duties, Term, and Compensation.** The Employee's duties, term of engagement, compensation and provisions for payment thereof shall be as set forth in the estimate previously provided to the Company by the Employee and which is attached as Exhibit A, which may be amended in writing from time to time, or supplemented with subsequent estimates for services to be rendered by the Employee and agreed to by the Company, and which collectively are hereby incorporated by reference .
- 3. Expenses.** During the term of this Agreement, the Employee shall bill and the Company shall reimburse [him or her] for all reasonable and approved out-of-pocket expenses (gas, transportation, paper print, etc...) which are incurred in connection with the performance of the duties hereunder.
- 4. Written Reports.** The Company may request that project plans, progress reports and a final results report be provided by Employee on a monthly basis. A final results report shall be due at the conclusion of the project and shall be submitted to the Company in a confidential written report at such time. The results report shall be in such form and setting forth such information and data as is reasonably requested by the Company.
- 5. Inventions.** Any and all inventions, discoveries, developments and innovations conceived by the Employee during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Employee hereby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Employee prior to the term of this Agreement and utilized by [him or her] in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive, and may be assigned without the Employee's prior written approval by the Company to a wholly-owned subsidiary of the Company.
- 6. Confidentiality.** The Employee acknowledges that during the engagement [he or she] will have access to and become acquainted with various trade secrets, inventions, innovations, processes, information, records and specifications owned or licensed by the Company and/or used by the Company in connection

with the operation of its business including, without limitation, the Company's business and product processes, methods, customer lists, accounts and procedures. The Employee agrees that [he or she] will not disclose any of the aforesaid, directly or indirectly, or use any of them in any manner, either during the term of this Agreement or at any time thereafter, except as required in the course of this engagement with the Company. All files, records, documents, blueprints, specifications, information, letters, notes, media lists, original artwork/creative, notebooks, and similar items relating to the business of the Company, whether prepared by the Employee or otherwise coming into [his or her] possession, shall remain the exclusive property of the Company. The Employee shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Employee shall immediately deliver to the Company all such files, records, documents, specifications, information, and other items in [his or her] possession or under [his or her] control. The Employee further agrees that [he or she] will not disclose [his or her] retention as an independent Employee or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of [his or her] relationship to the Company and of the services hereunder.

7. **Conflicts of Interest; Non-hire Provision.** The Employee represents that [he or she] is free to enter into this Agreement, and that this engagement does not violate the terms of any agreement between the Employee and any third party. Further, the Employee, in rendering [his or her] duties shall not utilize any invention, discovery, development, Improvement, innovation, or trade secret in which [he or she] does not have a proprietary interest. During the term of this agreement, the Employee shall devote as much of [his or her] productive time, energy and abilities to the performance of [his or her] duties hereunder as is necessary to perform the required duties in a timely and productive manner. The Employee is expressly free to perform services for other parties while performing services for the Company. For a period of six months following any termination, the Employee shall not, directly or indirectly hire, solicit, or encourage to leave the Company's employment, any Employee, consultant, or employee of the Company or hire any such Employee, consultant, or employee who has left the Company's employment or contractual engagement within one year of such employment or engagement.
8. **Right to Injunction.** The parties hereto acknowledge that the services to be rendered by the Employee under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extra ordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Employee of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Employee expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Employee. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of the them shall be exclusive of any other or of any right or remedy allowed by law.
9. **Merger.** This Agreement shall not be terminated by the merger or consolidation of the Company into or with any other entity.
10. **Termination.** The Company may terminate this Agreement at any time by 7 working days' written notice to the Employee. In addition, if the Employee is convicted of any crime or offense, fails or refuses to comply with the written policies or reasonable directive of the Company, is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement, the Company at any time may terminate the engagement of the Employee immediately and without prior written notice to the Employee.

11. **Benefits.** The Employee eligible for half dental insurance, 30 days paid vacation, sick leave, retirement benefits, social security, worker's compensation, health or disability upon completing the trial period and official permanent employment notice received from the company's authorities.
12. **Successors and Assigns.** All of the provisions of this Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, if any, successors, and assigns.
13. **Headings.** Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.
14. **Waiver.** Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.
15. **Assignment.** The Employee shall not assign any of [his or her] rights under this Agreement, or delegate the performance of any of [his or her] duties hereunder, without the prior written consent of the Company.
16. **Modification or Amendment.** No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.
17. **Entire Understanding.** This document and any exhibit attached constitute the entire understanding and agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.
18. **Unenforceability of Provisions.** If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

Start date: 11 / Feb / 2022 FULL-TIME PART-TIME

The parties hereto agree that facsimile signatures shall be as effective as if originals.

THE EMPLOYEE:

By: Signature

Printed name

Dilmeet Singh Kohli

Dilmeet Singh Kohli

Its: Customer Service Representative remote position

Title or position

THE COMPANY: BARSAV GROUP

By: :Mary Bauer Title of position : HR Director



M. Bauer

EXHIBIT A

Customer Service Representative remote position

DUTIES, AND COMPENSATION

Duties:

Company expects from Employee to perform the following responsibilities:

1. Create reports after every assignment.
2. Manage incoming phone call inquiries
3. Manage reviews on websites.
4. Create and mail correspondence to claimants, clients, and service providers.
5. Generate sales orders and customer invoices, posting sales and credits to accounting system.
6. Input orders from the Sales Team into company web-based system for processing and delivery.
7. Follow the instructions from your Supervising Manager.

The Employee obeys directly to his supervising manager and to any other party designated by superior director In conjunction with the performance of the duties under this Agreement and shall fulfill any other duties reasonably requested by the Company and assigned to the Employee.

Compensation:

1. Company agrees to pay to the Employee during the probation period (probation period is 7 days).
2. Company pays salary to an Employee –1020 CAD/week for Full-Time. 510 CAD/week for Part-Time + developing scale of bonuses (weekly/monthly/fall period/annual).
3. The first salary will be paid 5 days after start date.
4. Benefits are available to Employee upon completing the probation period.

Signatures

THE EMPLOYEE:

By: Signature

Dilmeet Singh Kohli

Printed name

Dilmeet Singh Kohli

Its: Customer Service Representative remote position

Title or position

THE COMPANY:BARSAVGROUP

By:Printed name : Mary Bauer Title of position : HR Director

B. Mary

TITLE	Contract
FILE NAME	Employment Agreement.docx
DOCUMENT ID	220e8a5b3a1637fc733e0c5f15df982d34d532d9
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Signed

Document History

**02 / 09 / 2022**
21:46:51 UTCViewed by - (dilmeetsingh19@gmail.com)
IP: 174.115.233.125**02 / 09 / 2022**
21:50:42 UTCSigned by - (dilmeetsingh19@gmail.com)
IP: 174.115.233.125**02 / 09 / 2022**
21:50:42 UTC

The document has been completed.