

Letter of Promotion

21 July 2011

Creative Software Bussiness Private Limited
7 Jalan Kilang #07-01 Singapore 159407

Dear Zhang XiaoYi,

We are pleased to inform you that your promotion to Manager has been approved by the Creative Software Bussiness Private Limited Appointments and Promotions Committee.

Your promotion as Manager is categorized under Management.

Specific terms relating to your compensation and benefits are listed in the Annex.
Please see the Annex for more information.

Please accept our personal congratulations on this well-deserved recognition for your excellent contributions and commitment to Creative Software Bussiness Private Limited.

Yours sincerely,

David Toh
HR Manager

ANNEX

1. Salary

You will be paid a salary of \$2890.45 per month, payable monthly in arrears on the 27th day of each month. Your basic salary shall be subject to an annual review in accordance with the company policy, at the sole discretion of the company. You will be responsible for personal income tax on your salary.

The payment of your salary shall be subject to statutory deductions such as CPF and other deductions required by law to withhold from your salary, as may be required in accordance with applicable legislation in force from time to time.

2. Bonus entitlement

You will be eligible for the company's performance bonus plan, which pays according to the achievement of specific targets of the company's business unit and individual performance.

3. Other benefits

The company offers a variety of benefits to assist you and your family, including 20 days of annual leave and a medical insurance plan for your spouse. You will enjoy all benefits in accordance with the company's prevailing policy and practices.