

Employment Letter - Singapore

21 July 2011

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

Dear Zhang XiaoYi,

Offer of Employment

We are pleased to offer you employment as Manager in Creative Software Bussiness Private Limited (also known as the "Company"). You will commence employment on 01 Mar 2011 at None. This offer of employment is subject to your being certified medically fit for employment by the Creative Software Bussiness Private Limited appointed doctor.

Salary

Your starting monthly basic salary shall be \$2560. In addition, Central Provident Fund contributions will be made in compliance with gazettes published by relevant Government authorities.

Compensation packages are on an individual basis. Personal packages are to be kept discreet as compensation is affected by many variables. Should management become aware of open discussion of individual staff packages, the parties involved will be given written warning or subject to dismissal.

Creative Software Bussiness Private Limited pays an Annual Wage Supplement (AWS) of one (1) month for all confirmed employees as at 31 December. An employee who resigns and leaves the Company on or before 31 December shall not be eligible for the AWS payment.

Central Provident Fund

You and Creative Software Bussiness Private Limited will make contributions into your CPF account with the CPF Board in accordance with the prevailing CPF regulations.

Income tax

You will be responsible for the full amount of personal income tax due and payable as a result of your employment with Creative Software Bussiness Private Limited.

Probation

You will serve a probationary period of three (3) months from the date of commencement of employment.

Working hours

Your daily working hours are from 9.00am to 6.00pm, 6 days a week with a rest day every Sunday. Work done beyond 8 hours a day or 44 hours a week will be paid at 1.5 times of your hourly basic rate of pay. Total overtime hours should not exceed 72 hours a month unless otherwise approved by the Ministry of Manpower (MOM).

The daily lunch break is 1 hour, which is to be taken between 12.00pm to 2.00pm.

When necessary, you may be requested to work beyond the official working hours or to return to the office on a rest day to complete your work or other work exigency. If you agree to such a request, you will be paid according to prescribed MOM or company guidelines.

On public holidays, you will be paid in full according to your daily basic rate of pay. If you work on a public holiday at Creative Software Bussiness Private Limited's request, you will be paid an additional one day's basic pay and travel allowance, if any, for that day.

Staff benefits (Please ensure that the latest legislation is adhered to)

You will enjoy a host of benefits from Creative Software Bussiness Private Limited as follows:

Annual leave:	14 working days per calendar year
Sick leave:	14 days per calendar year
Hospitalization leave:	60 days per calendar year, inclusive of sick leave
Maternity leave:	14 weeks
Childcare leave:	14 days per calendar year (for children who are below the age of 7)

In addition to the above benefits, the Company also provides medical, hospitalization and insurance benefits for all confirmed staff. Details of these key benefits are available in the staff handbook attached with this letter.

Staff benefits are granted at the Company's discretion. The Company may review and modify the benefits from time to time and this may result in changes in or withdrawal of the benefits, upon notification by Creative Software Bussiness Private Limited.

Cessation of employment

Either party can terminate this contract by giving to the other party one month's notice (for confirmed staff) or two weeks' notice (for staff under probation), or in lieu of notice, a sum equal to the salary for the notice period.

Confidentiality

You may not disclose to any person the secrets of the Company or confidential information concerning the Company or clients. This obligation to maintain confidentiality of the Company's information continues even after termination of employment, as set out in our staff handbook.

Conduct

It is expected that you comply with the Company's rules and practices either expressed or implied, in force during your employment with Creative Software Bussiness Private Limited. It is also expected of you to:

- Serve the Company faithfully and diligently;
- Not be engaged in any other business activities or directly or indirectly work for any person, or other organisations;
- Not to draw, accept or endorse any cheque or bill on behalf of the Company or pledge the Company's credit except so far as you may have been authorized by the Company.

Other conditions

This offer of employment is subject to the following:

- Satisfactory verification of all information submitted in your job application to Creative Software Bussiness Private Limited;
- An employment pass approved by the relevant regulatory body, where applicable.

This offer is valid for 1 week from the date of this letter. Please confirm your acceptance by signing and returning the enclosed duplicate letter to us within the validity period of this offer.

If you have any questions on this letter, please do not hesitate to contact me on +65-6278-0097.

We look forward to welcoming you on board and wish you a successful career with Creative Software Bussiness Private Limited.

Your sincerely,

David Toh
Executive Director

Acceptance of offer

To: David Toh
Executive Director

I, _____ (NRIC: _____) accept the offer of
employment on the terms in this letter and the attached staff handbook.

Signature