

PRIVATE & CONFIDENTIAL - HAND DELIVERY

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ORION Software Services

Ref : OSS/LCI/HCP - PL-PM
16th September 2005

Mr. Shrikant Devre,
Plot #552/2, Sector - 22, Gandhinagar - 382 002

Dear Shrikant,

Professional Association with Orion Software Services

With reference to our personal meetings, telephone discussions, email exchanges and multiple discussions with our USA Management Team over 2005 thus far on the subject matter, we are hereby pleased to confirm your position with the company as a **Project Leader** for its named Off Shore Development Project [LCI].

This position would see an upgrade to a **Project Manager** based on successful completion or achievements of work tasks and other Management requirements, which have been exchanged via earlier emails. Copies of these will be made available to you upon request, so that there is clarity as to what the company expects from you as you become part of us.

This position calls for mandatory residency in the city of Baroda.

The terms and conditions that apply to the association are described below:

1. Your association / employment period will be effective from **19th September 2005**, 0930 hrs onwards at our Admin Office / Development Center in Baroda, located at the company address mentioned on this letterhead.
2. **Orion Software Services (OSS)** have planned and positioned your services for our named project for USA, the background and details of which have been shared with you and we will continue to provide you with additional data to make your task and delivery capability more effective.
3. Though your position and association with us is understood to be for the long term, per policy we do have a statutory Probation period ending 31st December 2005, governed by uninterrupted work / breaks during that period, i.e. no leave applications or absences of any type, except extreme emergencies. Admin will hand over a Holidays List to you, which you are automatically entitled to.
4. While you carry the designation as specified above, OSS retains the rights to assign you to other projects from the same client in the future on a direct and indirect basis, locally or overseas locations as will be required by business requirements & agreements prevailing at such times, and guided by our named client. You will not be assigned to any other projects of OSS, and will hence not be linked or responsible or attached to any of the other projects OSS may have in progress, or secure in due course.

