

**31 March 2015**

**Zhou Kai**  
**Blk 68 Mei Hwan Drive**  
**#16-16**  
**Singapore 568430**  
**FIN:G5189332N**

Dear Zhou Kai,

**CONTRACT OF EMPLOYMENT - ( Permanent)**

Earth9.com Pte Ltd ("The Company") is pleased to offer you the position of **Senior Developer** with effect from **11 May 2015**. Your appointment is made based on the following terms and conditions hereafter appearing

**1. Working hours**

- a. Your working hours shall be: Monday to Friday from 9.00 a.m. to 6.00 p.m
- b. The Company, however, may change the time as and when required to meet internal requirements.
- c. Working overtime may be required from time to time with no extra guaranteed remuneration for the extended hours. As future remuneration will be partially dependent on performance, the Company leaves the number of extended hours of work to your discretion

**2. Salary**

- a. **You will initially be paid a monthly basic salary of SGD3,600.00 only.**
- b. Your basic salary shall be reviewed by the Company once every year at such time as determined by the Company and the rate of basic salary may be increased by the Company with effect from the date specified by the Company by such amount (if any) as it shall think fit.
- c. You may be paid discretionary bonus as determined by the Company from time to time. For the avoidance of doubt, such discretionary bonuses shall not form part of your basic salary.
- d. You shall be entitled to such benefits (such as CPF and medical benefits) as may be prescribed by applicable law.

**3. Transport Allowances**

You will also be entitled to claim for your transportation due to work related meetings or overtime.

**4. Probation / Termination**

- a. You will be on probation for a period of up to three (3) months from the date of joining. This may be extended should the company feel the need to assess you for a longer period. Your probation review will be evaluated based on the points stated in Item 12.
- b. Upon satisfactory completion of your probation, the Company shall place you on a regular basis of employment equivalent to the notice period stipulated as follows:

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