



EXHIBIT A Independent Contractor Services Agreement Statement of Work Form

STATEMENT OF WORK No. SO-02

This Statement of Work Number SO-02 is issued pursuant to the Independent Contractor Services Agreement dated as of November 18th, 2011 (the "Agreement") between FINE IT Solutions Private Ltd ("Contractor"), and Fulcrum Worldwide Inc ("THE COMPANY"). This Statement of Work issued under the Agreement hereby incorporates the terms and conditions of the Agreement.

1. Effective Date of Statement of Work.

This Statement of Work is effective as of November 28th, 2011 and shall continue until February 27th, 2012 or terminated in accordance with the termination provision set forth in section 7.

2. Services to be performed.

- Rahul Bhandari (Contractor's resource) will work with Company's Project Manager & Company's BAs to understand functional requirements. Rahul will report to Company's Project Manager – Mahesh Patkar ("Mahesh")
- The size of the Flash files and the concept is shared earlier via mail dated 25/November/2011 will be used.
- This assignment is a "Web site designer". Contractor's resource will need to take up the Analysis of the requirements, current system and its execution into design artifacts from usability, applicability, scalability, and extendibility perspective.
- During this analysis Contractor's resource will have to either create a mock ups OR animation, logos, images, html files which will support the analysis and recommendation on fitment of a suitable portal product.
- Similarly as deliverables Contractor's resource will have to produce are - documentation (product or feature comparison report, feasibility study report, portal assessment from Design perspective etc), diagrams & PowerPoint slides, sample images or PoC to demonstrate any module.
- On completion of the activity, the same will be submitted to the internal Company's Digital Assessment team and then to Company's Client. Once the activity is agreed by both Company's team and the Company's Client; then only it will be termed as complete.
- Contractor's resource will participate in daily meetings and stand up calls to monitor and review the progress.
- Contractor's resource will have to send daily status reports of the work completed against the activity assigned to him by Company's Project Manager & enter the timesheets in FL EPM, PTS or Excel tool.
- Contractor's resource will have to escalate any issues related to the activity to Company's Project Manager in not more than 2 HRS if they will hamper the agreed timeline of the activity.
- Contractor's resource will have to follow all the processes set by the Company's Project Manager which are also followed by rest of the assessment team.

DELIVERABLES

- Work on enhanced design tools like Photoshop, Indesign, Html, CSS, Flash and Illustrator.
- Source FLA file for the animation (single or fragmented FLA files) – It's assumed that the illustrations etc. will be embedded in the FLA file.
- To use CS3 or higher version to develop the Flash file – The final SWF file should be supported in Shockwave Flash version 8 and above.
- Sample mockups / PoC (Proof of Concept) to demonstrate, designs for some features/ Modules
- Flash files and PowerPoint Slides, logo images, the content created or delivered should not violate the copy right policies.
- Warranty for a period of 30 days after the acceptance of the deliverables.



3. Compensation

Method: [check one]

☒ Time and Materials Basis:

Cost Estimate:

- Not exceeding 240 hours (80 hours per month) from November 28th 2011 to February 27th 2012. Any hours exceeding the above 240 hours will require prior approval from the RMG Head and will be paid on prorated basis.
 - All inclusive rate: US\$ 9/- per man hour.

Fulcrum designated engagement manager /project director must approve the deliverables and timesheets before invoicing

☐ Fixed Price Basis.

☐ Other Basis.

4. Invoicing & Payments.

- A. The Contractor will raise an invoice of hours utilized for the current month in the first week of the subsequent month along with the approved timesheets to the Company.
- B. The Company will pay the undisputed invoice amounts after 30 days of the Company receiving the invoice from the Contractor.
- C. If the deliverables produced by Fine IT are not acceptable due to quality then a 7 day notice would be given prior to closure of the engagement.

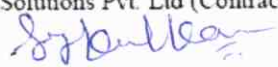
5. Other Information

A. The Contractor's Tax Identification Number is 27200709102V & 27200709102C.

Agreed to and accepted by:
Fulcrum Worldwide Inc (THE COMPANY)

Fine IT Solutions Pvt. Ltd (Contractor)

By: _____
Name: S. Mukundhan
Title: CFO
Date: _____

By: 
Name: Shardul Kulkarni
Title: Director
Date: 30/11/11