

EXHIBIT A
Independent Contractor Services Agreement
Statement of Work Form

STATEMENT OF WORK No. SO-02

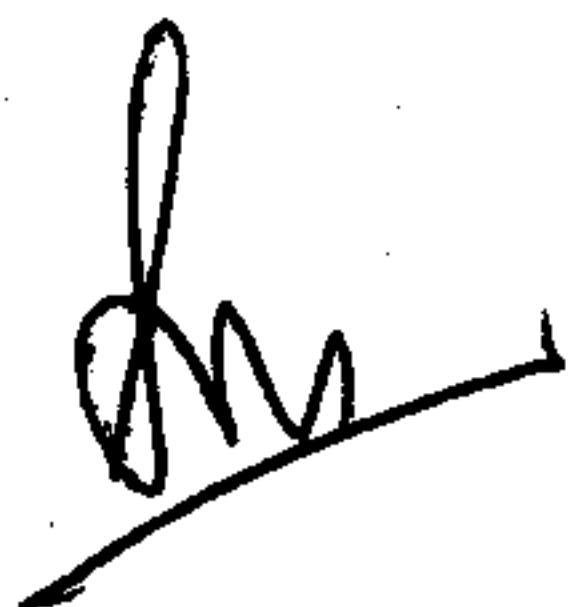
This Statement of Work Number SO-02 is issued pursuant to the Independent Contractor Services Agreement dated as of November 30th, 2011 (the "Agreement") between Astrika Infotech Pvt. Ltd. ("Contractor"), and Fulcrum Worldwide Inc ("THE Company"). This Statement of Work issued under the Agreement hereby incorporates the terms and conditions of the Agreement.

1. Effective Date of Statement of Work.

This Statement of Work is effective as of January 23rd, 2012 and shall continue until March 30th, 2012 or terminated in accordance with the termination provision set forth in section 7 of the Agreement.

2. Services to be performed.

- This assignment is "Ogilvy RedTrax- Flex Application Development".
- Priyanka Pipada & Gaurav Kanyalkar (Contractor's resources) who are proficient with Adobe Flex (Flex) skills will work with Company's Project Manager & Company's development team to understand functional & technical requirements. Contractor's Resources will report to Company's Project Manager – Vijay Bansod ("Vijay")
- Contractor's resources would need to work from Company's office in Pune during this assignment.
- Contractor's resources will be provided the environment and projects access in Company's office in Pune. Company will provide the licenses needed as per the current code setup.
- Understand the RedTrax application.
- Development using Adobe Flex 4.x technologies.
- Customize existing Flex code according to issues / tickets raised by the client.
- Develop new functional screens in Flex based on requirements.
- Flex UI Form and Data validation using PHP services.
- Help integrate the Flex UI with PHP Framework.
- Integration/customization of third party services like annotation tool/accounting software.
- SOAP service implementation in Flex.
- File management using upload/download for different file formats.
- Flex implementation using Database abstraction layer.
- Write unit cases before and after development of functionality.
- Interface creation for Report generation with export to PDF/XLS options.
- Interface creation for Sending Emails using customized message templates.
- Code will be reviewed before committing to the SVN & code should not have any compile errors.
- Document describing all the changes made to Flex code after the development is completed.
- Contractor's Resources have to work in coordination with Company's PHP resources.
- Contractor's Resources would need to be at Company's Office to provide support for any deployment issues related to Flex.
- Contractor's resource will participate in daily meetings and stand up calls for monitoring the project progress.
- Contractor resources will have to travel to Mumbai office as and when needed.
- Coding standards followed should be in-line with the existing code structure. Any code review comments/rework from Flex side should be completed by contractors without any additional charges. A document of the Development Guidelines and Coding Protocols needs to be provided before start of development (Code Review Checklist). Code review needs to be made within considerable time frame else extra charge would be levied for modifications required. Code review would not include the changes in the development / coding logic.
- Ogilvy's QA Team will be doing the system integration testing. Any defects caused by Flex changes will need to be fixed by Contractor's Resources. (Provide mention plan of the testing team so that these can be



planned by Contractor's Resources)

- Contractor's Resources will have to escalate any issues related to the activity to Company's Project Manager in no more than 2 HRS if they will hamper the agreed timeline of the activity.
- Contractor's Resources will have to send regular status reports of the work completed against the activity assigned to them by Company's Project Manager & enter the hours spent in either FL EPM or PTS tool.
- Contractor's Resources will have to follow all the processes set by Project Manager which are also followed by rest of the team.

DELIVERABLES

- Unit tested Flex code to cover the requirements mentioned above. Unit Test results are mandatory.
- Design document describing changes done to the existing code. This will be needed after the code development is completed. This will need to be updated if there are any changes done as part of the bug fixing. (Please provide us the design doc in which changes need to be made)
- Contractor's Resources will need to complete handover formalities (documentation, code-walkthrough, code setup document etc.) on or before release from project.
- Warranty for a period of 30 days after the acceptance of the deliverables. Available for discussions with Company and client team.

3. Compensation

Method: [check one]

☐ Time and Materials Basis.

- US \$ 80 per man day for Priyanka Pipada
- US \$ 48 per man day for Gaurav Kanyalkar

☐ Fixed Price Basis.

☐ Other Basis.

4. Invoicing & Payments.

- A. The Contractor will raise monthly invoice. Company's designated Project Manager must approve the deliverables & hours before invoicing
- B. The Company will pay the undisputed invoice amounts after 30 days of the Company receiving the invoice from the Contractor:
- C. Company will pay additional US\$ equivalent of Rs. 20,000/- per resource per man month to the Contractor against all expenses incurred for accommodation, food and travel of Contractor Resource(s) only while they are working from Company's Pune office. This also includes travel expenses from Mumbai to Pune & back by Volvo Bus. Company will not be liable to pay any other expenses to the Contractor.

5. Other Information

The Contractor's Tax Identification Number is _____.

Agreed to and accepted by:

Fulcrum Worldwide Inc (THE COMPANY)

By: _____

Name: S. Mukundhan

Title: CFO

Date: 08/02/2012

Astrika Infotech Pvt. Ltd. (Contractor)

By: _____

Name: Vaibhav Kanyalkar

Title: _____

Date: 08/02/2012