

SOFT REFLEXES



16/05/2013

RAMESH RAJU SANGARAJU

Strictly Private & Confidential

Dear Ramesh,

APPOINTMENT AS SOFTWARE ENGINEER WITH SOFTREFLEXES SDN BHD

Further to our recent discussions, we have the pleasure in making you an offer of employment as **SOFTWARE ENGINEER**. The terms and conditions of service are listed below:

1. Job Title and Date of Commencement

Your contract appointment as a SOFTWARE ENGINEER your date of commencement with us will be **13th May 2013** and is valid for a 2 years period.

2. Salary & Benefits

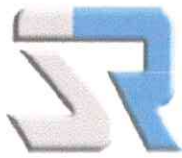
- a) Your salary is RM8,000 per month, and your salary will be paid before 7th of the every month.
- b) Softreflexes Sdn Bhd will apply for your 2 year working visa in Malaysia.
- c) As per Malaysian employment law, you will be subjected income tax.
- d) You will be entitle for a AIA medical card.

3. Duties

- a) Your duties as a Senior Software Engineer would be to support the client needs and shall be defined by the client from time to time. The client assigned to you is MALAYAN BANKING BERHAD
- b) Your working hours are Monday to Friday from 8.45am to 5.45pm.

4. Leave Entitlement

- a) You will be entitled for 1 day annual leave per calender month. You must notify the company One (1) week in advance prior to commencement of the annual leave.
- b) You are entitled for 1 day medical leave per calender month.



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5. Transfer

The company reserves the right to transfer you to any branch, subsidiary or client with a notification of 2 weeks.

6. General Conduct

During your employment, you will naturally wish your conduct to be such as not to discredit you or the company and you will be expected to perform the duties assigned to you in a loyal, efficient, trustworthy and honest fashion. You will also be expected to conduct your private affairs in a manner befitting your status within the company.

During the continuance of your employment with us, you will at all times faithfully and diligently perform and observe such duties as may from time to time be assigned to the discharge of the duties and functions devolved upon you.

7. Termination with Notice

The employee shall be deemed to have broken her contract of service with the company if she has been continuously absent from work for more than two (2) days;

- a) Without prior leave from the company, and without reasonable explanation, or
- b) Without informing or attempting to inform the company of her reason of such absence.

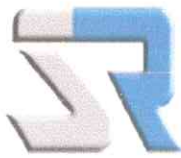
This contract may be terminated by the company or the employee with **2 months notice**.

8. Engagement in other trade, business or occupation

The employee will not, without the consent of the company during the continuity of this agreement, be engaged or interested whether directly or indirectly in any capacity, in any trade, business or occupation whatsoever other than the business of the company.

9. Confidentiality

Any information relating to the business, affairs of clients of the company are regarded as confidential. It must be understood and acknowledged that you will in no circumstances divulge or make public in any way, any information imparted to or gained by you in the course of discharging your duties.



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10. Alterations

If, for any reason whatsoever, the company wishes to alter these terms and conditions of service in any way, it reserves the right to do so entirely at its discretion. Any alteration, amendment or addition to these terms and conditions of service shall be advised to you in writing.

11. NO SOLICITATION

The employee **will not** directly or indirectly be employed in the company stated in this contract during the Term of Service and Twelve (12) months from the date of Termination of this Agreement.

In the event of the occurrence of direct or indirect employment, the employee shall **reimburse** Softreflexes Sdn Bhd a fee equivalent to the number of months the employee is hired at the salary paid by the Softreflexes Sdn Bhd.

If you agree to the No Solocitation Rule, please sign below;

NAME: DINESH RAMDAS

TITLE: General Manager

COMPANY: Softreflexes Sdn Bhd

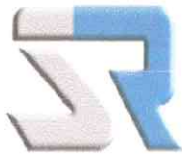
DATE: 16th May 2013

NAME: RAMESH RAJU SANGARAJU

TITLE: Software Engineer

DATE: 16th May 2013

Witnessed by



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12. Acknowledgement

Your signature on the duplicate of this letter shall be taken to signify your understanding and full acceptance of the conditions outlined herein which are applicable to your employment, **Should you terminate your employment with the company without the above said notice, Soft Reflexes Sdn Bhd will by all means report you to the police and immigration authorities and thus you shall give Soft Reflexes Sdn Bhd the authority to cancel your relevant visa.**

You shall retain the original copy of this letter and return the duplicate copy bearing your signature.

Accepted By,

NAME: DINESH RAMDAS

TITLE: General Manager

COMPANY: Softreflexes Sdn Bhd

DATE: 16th May 2013

NAME: RAMESH RAJU SANGARAJU

TITLE: Software Engineer

DATE: 16th May 2013