



Date: 10/05/10
Mr. Ramesh Raju Sangaraju
Passport Number: E 7354234
Start Date: 27/05/2010

We are pleased to offer you employment with **Software Systems And Applications Sdn Bhd** as a Software Programmer and your services will be provided to clients designated by **SSA Sdn Bhd**.

Terms and conditions of employment, effective upon signing this agreement are as follows:

1. Duties

You shall use your best energies and abilities on a full-time basis to perform, at locations designated by the Company and including customer offices, the employment duties assigned to you from time to time. You also shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly accept any corporate opportunities or otherwise engage in any conduct adverse to the best interests of the Company. Also, you are instructed not to divulge any confidential information of, or violate any agreement with, your prior employers or their clients.

2. Compensation And Benefits

a) Salary

You would be paid a monthly salary of **RM6000/-** on the commencement of your employment, like wise if you are starting in the middle of the month you will be paid according to the working days in the month. The company will review the salary on annual basis. Any change in salary will be notified in writing. The details of your remuneration should be kept confidential and should not be disclosed to your colleagues or to the client. In case of disclosure it will be considered as a breach of contract

b) Leave Entitlement

You would be entitled to 12 days of annual leave on a pro-rata basis. You must give at least 2 weeks notice of proposed holiday dates and your manager at the Company's client site must then agree to the dates proposed.

c) The Initial contract of your Employment is for 1 Year and will be extended further upon confirmation from the client.

3. Termination of employment

Except in cases of termination by the Company due to your wilful misconduct or non-performance, the Company will provide you with one month advance notice of termination of employment. You likewise will provide the Company with one month advance notice of your resignation from employment.

4. Confidentiality

As part of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and method of dealings with its customers (and their clients or end users) and employees and you also will develop relationships of special trust and confidence with the Company's customers (and their clients or end users) and employees (collectively, "Confidential Matter"). You agree that such Confidential Matter is for the Company's exclusive benefit and that, both during your employment and at all times thereafter, you will not

Software Systems And Applications Sdn Bhd (801558-M)

Suite A, 1st Floor, Merak Block Cyberview Garden Villa & Office Complex Persiaran Multimedia,
63000 Cyberjaya, Selangor Darul Ehsan.

Tel : 603-8319 6978

Fax: 603-8318 3715

www.ssa.com.my



directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will promptly return all documents and information (including computer generated or stored matters) concerning the Company or its customers and employees.

5. Non-Competition and Non-Solicitation

During the period until one (1) year following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business (or otherwise deal in a manner adverse to the Company with) or provide any software engineering, consulting or programming services to any customer or end-user of any customer of the Company for which or for whose benefit you have provided services during your employment, nor directly or indirectly solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induce such employee to terminate his or her employment. You further agree that:

- (i) the Company shall be entitled to injunctive relief as well as damages for any violation by you of paragraphs 4 or 5 of this Agreement (which shall survive the termination of this Agreement and your employment);
- (ii) paragraphs 3,4, and 5 are intended to be enforced in accordance with their terms but that such terms shall be deemed modified as necessary so as to render them valid and enforceable to the fullest extent permissible by applicable law.

6. Commencement of employment

In case you fail to join the company by the scheduled date, you would be breaching the contract with the company, in which case you agree to pay a penalty equating to one month salary to the Company.

7. Entire Agreement

This Agreement represents the entire agreement of the parties and it supersedes all prior statements, discussions and understandings and may be amended only by a writing signed by both parties.

The company looks forward to a long and rewarding relationship with you.

Thanks,

Yours truly,

Krishna Mohan



Operations Manager
Krishna Mohan

Ramesh Raju Sangaraju

Agreed to and accepted by
Mr. Ramesh Raju Sangaraju

Software Systems And Applications Sdn Bhd (801558-M)

Suite A, 1st Floor, Merak Block Cyberview Garden Villa & Office Complex Persiaran Multimedia,
63000 Cyberjaya, Selangor Darul Ehsan.

Tel : 603-8319 6978

Fax: 603-8318 3715

www.ssa.com.my