



Technology Venture Development Corporation

64 A4 St, Ward 12, Tan Binh Dist, Ho Chi Minh City

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Dear Mr. Huy,

We want to thank you for your time and after discussing amongst the partners of Technology Venture Development Corporation (TPL) we would like to propose that you join our team from May 31st 2010 as Software Engineer. In this position, you will be reporting to Chief Technology Officer and Director of Software Development.

The conditions we propose are as follows:

Workplace: our offices in Ho Chi Minh City

Gross Salary: 12,8 million VND per month at the signature of the contract, annual performance and salary reviews are conducted in January 2011. Basic salary for social and health as legal in Vietnam is 7.2 million VND. Employee will pay personal income tax, 6% of social insurance, 1.5% health insurance and 1% unemployment insurance for Government

Bonus: Eligibility after probation period, assuming you start within the 02nd Quarter of 2010 you will be eligible to participate in our Annual Performance Incentive scheme which will pay discretionary bonuses end of January 2011. This base bonus will be modified by management depending on employee performance during the previous year.


Probation period: 03 months with 80% agreed salary

Main responsibilities: Reporting directly to Chief Technology Officer and Director of Software Development, the Software Engineer will be:

- Develop software programs of a complex nature, including operating systems, applications, and/or network products which may be for external customer use.
- Design and perform analysis on moderately complex programs and systems with minimal supervision
- Contribute to the development of processes and methodology
- Assist in the development of assignments and schedules
- Possess advanced knowledge of programming languages and/or development tools in one area, and moderate level skills in multiple areas.

Please let us know as soon as possible if this arrangement is acceptable to you and we can get our HRD to start preparing the contract which we can sign as soon as possible.

Best regards,

A handwritten signature in black ink, appearing to read 'Phuong', followed by a long horizontal stroke.

Phuong Lieu (Mrs.)

Director of Human Resource

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