

5th September 2003

Anil Gogia
C-124, Vikaspuri,
New Delhi. Pin :110 018

Dear Anil,

Roxer.Com Private Limited (the "Company") is pleased to confirm the terms of its offer of employment to you.

1. **Position:** You will be employed as **Junior Developer**. You agree that, while employed by the Company, you will devote your full-time efforts to your responsibilities and will not engage in any other activities that would conflict with the best interests of the Company.
2. **Compensation:** Your monthly salary will be **Rs.20,850/- (Rupees Twenty Thousand Eight Hundred and Fifty only)** less applicable withholding Taxes, payable in accordance with the Company's regular payroll policies.
3. **Employee Benefits:** During the term of this agreement, you will be entitled to all of the Company's standard benefits for employees at your level.
4. **At-Will Employment:** You understand that your Employment with the Company may be terminated by you or the Company at any time, with or without cause, on not less than one month prior notice and nothing in this agreement is intended to constitute an agreement for employment for a specific period of time. Notwithstanding the foregoing, you acknowledge the certain egregious conduct in connection with your employment may justify immediate termination of your employment with the company.
5. **Probation:** You will be on probation for a period of six months. At the end of the probation period, your performance will be reviewed, and the management reserves the right to confirm your services or extend the probation period. Your services may be terminated without any notice during probation period.

