

Nithya Ravi
Software Engineer
Lecxe LLC
Thuttipet,
Vellore, TN India

Dear Ms. Nithya Ravi:

Thank you for being a part of the Lecxe LLC team!

We have reviewed your work so far and are happy to offer you a raise from 300,000 Rs/year to 400,000 Rs/year effective Jan 1st 2018. This offer is still subject to all the terms and conditions that we have set forth in the consulting agreement and modifies the base hourly rate in dollars as shown below.

The hourly rate will be 3.03 \$/hr calculated as follows:

400,000 Rs/year / 2080 Working Hours per year / 63.46 Rs/\$ = 3.03\$/Hr

Please refer to the Payroll 2018 calendar for public holidays that can be taken in 2018.

We take the USD INR rate from: <http://www.bloomberg.com/quote/USDINR:CUR> We write our contracts out in USD and so due to fluctuations in the rate you can expect to receive either less or more money. All the invoices sent to us should be sent in USD.

You will also earn vacation at the rate of 80/2080 * # of Worked Hours. So after you have completed 300 hours of work you will be eligible for 11.5 hours vacation. You can request payment in lieu of vacation too. Please refer to the Vacation Policy document in case of any questions.

Thank you again for your service.

Sincerely,
Pritica Hogg
Lecxe LLC