



Wisor Telecom India Private Limited

6 Royal Arcade, 3rd Floor, 80 Feet Road,
Koramangala, Bangalore 560 095. INDIA

Ph : +91-80-25525821

Fax : +91-80-25536538

URL : www.wisor.com

March 03, 2004

Mr. Steven Marcel Fernandes
#80, 14th Main, 39 B cross, 4th T Block,
Jayanagar, Bangalore

Ref: Employment Offer with Wisor Telecom India Pvt. Ltd.

Dear Mr. Steven

On behalf of Wisor Telecom India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Sr. Software Developer** at Wisor Telecom India Pvt. Ltd. As we discussed you will start working for Wisor Telecom India, at your earliest mutually agreed start date, and not later than **March 08, 2004**.

Your compensation and benefits will consist of the following components:

- 1) **Salary.** Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to customary deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime or compensatory time.
- 2) **Employee Benefits.** Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Manual or as otherwise made available by the Company from time to time. Upon joining the Company, you agree to execute the Company's standard-form Employment Agreement, Nondisclosure and Non-Compete Agreement. You will be on probation for one year.

We feel you will be challenged by this opportunity to make significant contributions to the growth of the Company, and technology.

The foregoing terms supersede any prior discussions, oral or written, which we have had relating to your employment and the other matters discussed in this letter. While this is a nonbonding letter of intent (and your employment with the Company will be for all purposes "at-will"), it is intended to reflect our prior discussions, and will be binding once the Employment Agreement is signed.

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February 1, 2007

WTI/HR/109/8/03/2004

Mr. Steven Marcel Fernandes
Emp.Code No.109
Date of Joining: 08-Mar-2004

Dear Steven

Sub: Relieving Letter

This has reference to your resignation from the services of the Company.

Your resignation has been accepted and you are relieved from the services of the company with effect from February 1, 2007.

You are advised to approach the Accounts department for your final settlement by submitting the 'NO DUES certificate'

We wish you all success in your future endeavors.

Yours truly,
For **WISOR TELECOM (I) PVT., LTD.,**

Manu Thomas

Manu Thomas
Sr. Manager – Finance & Admin

Certified ISO 9001 by

