NUWORKS INTERACTIVE

02 September 2017

Mr. ERVINNE D. SODUSTA
Blk 3 Lot 6, 2 Verde Rosa, Brgy. Magsaysay
San Pedro, Laguna

Dear Mr. Sodusta :

In connection with our intention to hire you as BACK-END DEVELOPER of NuWorks Interactive Labs, Inc., the following is your compensation and benefits package:

1. Monthly Gross Salary of Forty Thousand Pesos (PHP 40,000.00), *inclusive* of a non-taxable allowance of Two Thousand Pesos (PhP2,000.00) as allowed by Philippine tax laws.
2. Mandatory 13th month pay (pro-rated)
3. SSS, Philhealth and Pag-ibig benefits coverage
4. Annual vacation leave of fifteen (15) days and annual sick leave of fifteen (15) days, per the company policy.
5. Upon permanency, Health Maintenance coverage with a maximum benefit limit of PhP175,000 per illness per year

You agree that in accepting this employment, you are not relying on any representations or statements concerning other benefits that are not contained in this letter. You will be an exempt employee; which means that you will not receive overtime pay.

As indicated to you during the employment application process, your offer of employment is conditioned on your acknowledging and signing this offer letter. It is also conditioned on your acknowledging and signing certain agreements, including our Employment Agreement.

We understand, based on what you have told us, that there are no contractual conditions that will prevent you from performing the responsibilities of this offered position. It is important that you know that maintaining our integrity in all our business transactions is a core value at NuWorks Interactive Labs, Inc. We do not use dishonestly gained property of others for our business advantage. We do not disparage our competitors to gain a competitive edge.

We also expect that coming to work for NuWorks Interactive Labs, Inc. will not violate any Employment Agreement, Confidentiality Agreement, Covenant Not To Compete Agreement, or Shareholder Agreement with any of the Companies that

you worked with. If you have signed any of these agreements with any of these Companies, we need you to provide us with a copy of each agreement. We hope that by taking the steps described above, we can both avoid claims that we have unlawfully taken "assets" of any these Companies or learned about these Companies' confidential business plans.

In an effort to minimize the risks of litigation with these Companies and as a condition of continued employment with NuWorks Interactive Labs, Inc., we are requiring that all former employees of these Companies who are now employed at NuWorks Interactive Labs, Inc., sign this letter confirming that you did not enter into any agreements with these Companies that might prevent lawful employment with NuWorks Interactive Labs, Inc.

We respect your decision to leave your employment with NuWorks Interactive Labs, Inc., provided that at least a 60-day notice is given.

If you are able to confirm these facts as stated above and should you find the above terms of this offer acceptable, please signify your acceptance by signing below and we shall expect you to be on board by 02 October 2017.

We look forward to your anticipated employment with this company.

Very truly yours,

JEFFREY JAMES R. SAEZ
Chairman and President

      I accept the terms and conditions of employment as set forth above and I understand that I am not relying on any prior statements or representations not contained within this letter. I also confirm that I have not taken any types of files of other Companies nor have I contacted or solicited any of the persons described above. Finally, my employment with NuWorks Interactive Labs, Inc. does not violate any agreement that I have with any other former employer.

ERVINNE D. SODUSTA

Date :