



26, June 2019

**Bhargava Mummaneedi**  
(Passport No:S4738631)

Dear Bhargava,

On behalf of ETeam Workforce Pte Ltd (The Company), I am pleased to offer you a position of (contract assignment) with the Company **Global Logics** as “**Mobile QA**”. The purpose of this letter is to summarize the terms of your contract assignment with the Company, should you accept this offer.

**1. Fee**

You will be paid a consolidated fee of SGD. 7500 /- (SGD Seven Thousand Five Hundred Only) per Month. Your salary will be paid in equal monthly instalments by direct credit transfer into your bank account within 7 days of the next calendar month upon receiving the approved time sheet. Where applicable, the Company shall contribute to the Central Provident Fund as required by the Central Provident Fund Act (Cap. 36).

**2. Period of Consulting Assignment**

The contract assignment is purely on the aspects as discussed during the personal interaction with us. The duration of the contract assignment is for a period of One (1) Year starting from **12<sup>th</sup> August, 2019(Tentative)** with an option to extend for another year based on project requirements. Your association with the Company shall be reviewed at the end of the contract and/or can be terminated at any given point by either party giving to the other party a one (1) month prior written notice.

**3. Confidentiality and Non Disclosure**

You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential all information, instruments, documents, etc., relating to the Company that may come to your professional knowledge during your contract assignment with the Company. Upon joining, you shall be signing appropriate document(s) as required by the Company in this regard.

**4. Status Reports**

You will provide the Company with any reports that are deemed necessary, including time sheets, periodic summaries of your work related activities and accomplishments.

**5. Relationship**

Your association with the Company is purely on a contract assignment basis and nothing in this letter shall be deemed to create a relationship of employment between you and the Company. Either party can terminate the contract employment by giving Thirty (30) day's notice in writing / Thirty day's salary in lieu of the notice period.

**6. Leave Policy**

You are entitled to paid holidays on the days gazetted as public holidays under the Holidays Act (Cap. 126) (“Public Holidays”), which are currently New Year's Day, Chinese New Year (two days), Hari Raya Puasa, Hari Raya Haji, Good Friday, Labour Day, Vesak Day, National Day, Deepavali and Christmas Day. The Company may require you to work during a Public Holiday in which case you will be given an additional day of Annual Leave in lieu of the Public Holiday worked.



In addition to the Public Holidays in clause above, you are entitled to Twelve (12) paid working days of annual leave ("Annual Leave") in each calendar year as set out in the Schedule. During Annual Leave, you will be paid at your basic salary rate. There is no entitlement to take unpaid additional holidays. The Company does not allow its employees to carry forward unused Annual Leave unless approved in advance by your manager and the Company does not pay in lieu of untaken Annual Leave. The Company reserves the right to specify periods during which you will be obliged to take your Annual Leave entitlement and it reserves the right to refuse an Annual Leave request in line with its business needs.

You are entitled to 12 days' non-hospitalisation paid sick leave in any one calendar year.

You shall enjoy the medical benefits available under the Company's healthcare benefits, as may be in place from time to time.

Please sign the duplicate of this letter as a token of your acceptance of the terms and conditions mentioned herein.

Looking forward to a mutually rewarding relationship.

Sincerely yours,  
For eTeam Workforce Pte Ltd,

I hereby accept the contract assignment  
on the terms set forth in this Letter as of  
this \_\_\_\_ day of \_\_\_\_\_ 2019.

Ganesh Gusain  
HR - APAC

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**Bhargava Mummaneedi**