

26 June 2019

Mr. Gowtham Vignesh Ravikumar
1/10-12 B, Periyar Street
Malayappa Nagar, Trichy Urban
PIN : 620010
Tamil Nadu, India

Dear Mr. Gowtham Vignesh Ravikumar ("The Employee")

LETTER OF EMPLOYMENT (CONTRACT BASIS)

We are pleased to offer employment with iEnterprise Online Sdn Bhd ("the Company") on the terms and conditions stipulated below:

- Position : Technical Specialist – Data Integration
- Internal Staff Grade : IC 3
- Commencement Date : 01 July 2019
- Contract period : One (1) year plus one (1) year
i.e. upon completion of 1st year (1st 12 month), the contract will be automatically extended, UNLESS either party provide notice (2 months) to terminate the 2nd year contractual period
- Basic Salary : RM5,600 per month
Salary (and the necessary terms and conditions) for 2nd year may be adjusted (increment) depending on your 1st year performance

13th month salary will be paid when you complete full 12 months service with iEnterprise. If you leave before completing 12 months service, the 13th month salary will be forfeited (ie no 13th month salary)
- Local Tax Contributions : The Employee is responsible for the diligent submission and payment of personal taxes according to Malaysian Laws.
- Work Permit : The Company shall apply and bear the work permit charges for the Employee.
- Medical Benefits : Free Clinical attention with the Company's Doctor:
KLINIK KIM
Unit 306 Block B, Phileo Damansara II
15 Jalan 16/11 Section 16

46350 Petaling Jaya

Employment is subject to successful completion of medical check-up. You are is entitled to Group Hospital & Surgical insurance coverage.

Paid Leave Entitlement : 14 Calendar days for every 12 months of continuous service calculated from date of employment. Application for leave must be made on the e-Leave portal and requires approval from the Employee's manager.

An Employee is allowed to carry forward half of annual leave entitlement (maximum of seven days) to the following year without prior approval from the Management. Any balance of untaken leave will be forfeited.

Hours of Work : Monday – Friday : 09.00am – 06.00pm
Lunch Hour : 12.30pm – 01.30pm

Notice of Termination : 2 month's notice from either Party to terminate the 2nd year contractual period.

Payment in lieu thereof or using annual leave to offset the notice period is at the discretion of the employer.

Increment : Depending on employee's performance for the year based on the annual appraisal. In any event it is subject to the discretion of Management.

Private Business : The employee shall not in any way indulge in private business for their self-interest in the course of their employment with the Company.

Special Conditions : Information learnt or obtained from serving the Company shall not be divulged to any other parties. All Intellectual Properties developed during the course of employment with the Company shall remain the sole property of the Company.

: During the contractual period, you may be requested by iEnterprise to be certified for certain product/technology. In the event you are requested to be certified for certain product/technology, the cost of certification will be handled by the company, and your contractual period will be bonded for specific period (1/2/3 year) depending on

the total cost of the certification.

- : iEnterprise will handle cost of 1-way ticket (Air Asia or other budget airline) to Kuala Lumpur, Malaysia.
- : This position will require travelling (within Malaysia and regional countries) for pre or post sales assignment. All cost of travelling & accommodation to carry out assigned duty will be borne by iEnterprise

We welcome you as a member of our organization and trust you will view this engagement as an opportunity to grow with our Company, which prides itself on its progressive attitude of recognizing outstanding performance.

In your position, you may be handling extremely confidential information as regards the Company's operations and it is expected that you will not divulge any such information to any person other than to authorized personnel whom, by virtue of their position, require such information for the proper performance of their duties.

Yours sincerely,

I hereby acknowledge and accept the above terms and conditions

CH Loh

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Loh Chian Hong
CEO, Analytics & Big Data
cc. HR, Shared Services

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Gowtham Vignesh Ravikumar
Passport No: N6221921