



21st Dec 2010

Whom So Ever It May Concern,

This is to certify that Mr. M.G.THIMMAIAH was working under Avankia LLC as a Senior Software Engineer from 21st Feb 2008 to 21st Dec 2010.

During his stay his performance, dedication and team work was satisfactory.

Yours Sincerely,

For Avankia Software Pvt Ltd,

A handwritten signature in dark ink, appearing to read "Praveen Kumar" with a stylized flourish at the end.

Praveen Kumar

HR Manager



Mr. Thimmiah Subrah

TERMINATION LETTER

DEAR THIMMAIAH,

21st Dec 2010

Welcome to Avankia LLC. We are pleased to invite you on board and are confident that you will be an integral part of the team that aspires to make Avankia a force to

At Avankia, we believe that integrity, teamwork and fair play are necessary ingredients for success and provide a culture that encourages creativity and excellence. We will provide you an environment that nurtures your skills and help you mature into a successful individual.

Whom So Ever It May Concern,

This is to certify that Mr. M.G.THIMMAIAH has been relieved from Avankia LLC on 21st Dec 2010.

Avankia wishes him all the best in his future career.

Yours Sincerely,

For Avankia Software Pvt Ltd,

Praveen Kumar
HK

Praveen Kumar
HR Manager

Accepted

Name: *Thimmiah Subrah*

Date: *21 Dec 2010*