

Ref: .Emp0026/06/01

Date: 15/10/2006

PERSONAL & CONFIDENTIAL

Mr Ravindra More
Pune

APPOINTMENT AS TRAINEE SOFTWARE ENGINEER

Dear Mr. Ravindra More

We are pleased to appoint you as **Trainee Software Engineer** in our company. Your appointment takes effect from 15th October 2006. The terms and conditions of the employment would be as under.

1. EMOLUMENTS:-

At present your Annual Gross Effect will be around Rs 72,000. (Seventy Two Thousand only.)

2. PROBATION PERIOD:-

You will be on probation for a period of six months. During the period of probation your progress will be reviewed periodically.

3. CONFIRMATION:-

On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing.

4. RULES AND REGULATIONS:-

Your service will be governed by the service rules and regulations of the company, which are in force or which may come into force from time to time, as applicable to all employees of the company.

5. SERVICE CONTRACT:-

While on probation your services are liable to be discontinued by giving one-week notice or salary in lieu thereof on either side. After confirmation your services are liable to be discontinued after giving one-month notice or salary in lieu thereof on either side.

6. PLACE OF POSTING AND TRANSFER:-

Your posting at present is at .PUNE. During employment with this company, you may be posted or Transferred / attached to any other company of LUSCIOUS GROUP or to any of the offices/ Subsidiaries / units/ associated offices of the company, to any town or city in India or abroad, at the sole discretion of the Management. While working in another company on transferred/attached, you shall be entitled to emoluments and perks as applicable in transferred/ attached company and for all-purpose you shall be deemed to employ in the company transferred/ attached.

7. MORAL RESPONSIBILITY & HONESTY:-

You are expected to deal with company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any notice if you are found guilty of gross indiscipline, fraud misappropriation or acting against the interest of the company.

8. OTHER EMPLOYMENT:-

During the continuance period of your employment with us you shall not work directly or indirectly for any other period firm company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.

9. EXAM AND COURSES:-

In case you intend to appear in some examinations or wish to attend some classes while working with the company, you are required to obtain prior permission in writing from the management giving full details of courses including time frame involved.

10. INVENTION & DISCOVERIES:-

While employed with the company you will promptly disclose to it and assign to it you interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

11. MEDICAL FITNESS:-

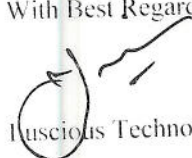
You are required to maintain yourself in a medical/physical/mental fitness and ensure regular medical checkups, any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case your service are liable for termination, notwithstanding other conditions mentioned in the letter or otherwise.

12. SECRECY:-

- a) You will not give anyone, by word of mouth writing, facsimile any particulars or details, which you acquire during the course of your employment of our working system, technical know how, security arrangements, administrative and/or organization matters of our and our clients whether confidential, secret, either during your employment with company or afterwards.
- b) Please note that the terms and conditions of your service contract as stipulated here or to be intimated hereafter, are to be treated as strictly confidential and you are not to divulge its contents to any employee of the company/person connect with the company.

You are advised to read this letter carefully and if the terms and conditions are acceptable to you please sign the duplicate copy as a token of your having understood and accepted the same.

With Best Regards


Luscious Technologies Pvt. Ltd.

