



सत्यमेव जयते

भारतीय हाई कमीशन, सिंगापुर
HIGH COMMISSION OF INDIA
31 Grange Road, Singapore 239702
Tel. No. 6737 6777 & 6238 2550
Fax. No. 6238 2525
E-mail: passport@hcisingsapore.org
Website: www.hcisingsapore.gov.in

No. SIN/CON/
Aft No. 18753/13

Date : 25.06.2013

TO WHOM IT MAY CONCERN

On the basis of entry appearing in the Indian

Passport No Z2377627 issued at SINGAPORE
07.08.2012
on _____ to Mr/Mdm/Ms _____

MUTHUKUMARASAMY RENGANATHAN

It is certified that he/she was born to

Mr. MUTHUKUMARASAMY (father)

and Mdm. MEENAKSHI M (mother)

on 22.07.1966 at _____ NILAIYUR T N, India.

S. NATARAJAN
Attache (Passport)
High Commission of India
Singapore



High Commission



भारतीय उच्चायुक्त, सिंगापुर
HIGH COMMISSION FOR INDIA
31, GRANGE ROAD,
TANGLIN P.O. BOX NO. 92
SINGAPORE - 912304

No. SIN/CON/428/2/98
Att No. 4219/98

Date: 6th July 98

TO WHOM IT MAY CONCERN

On the basis of entry appearing in the Indian

Passport No. A 5512854 issued at Bangalore

on 10.6.98 to Mr/Mdm/Ms Sankaranarayanan
Kokila

it is certified that he/she was born to

Mr. Vedamoorthy Sankaranarayanan
(father) and Mdm
Sankara Narayanan Rajeswari
(mother) on 19.1.1972

at Tirunelveli, India.

(D.R. SUBBA)
ASSISTANT CONSULAR OFFICER



REPUBLIC OF SINGAPORE
CERTIFICATE OF REGISTRATION OF BIRTH

T0613772A

BIRTH REGISTRATION NO.

CHILD'S PARTICULARS	Birth Registered at NATIONAL UNIVERSITY HOSPITAL (S) PTE LTD, SINGAPORE		
	Full Name SHRIKANTH KALYANKUMAR <i>ஸ்ரீகாந்த் கல்யங்குமர்</i>		
	Sex MALE	Date of Birth 21/05/2006	Time of Birth 0547 Hours
	Place or Address of Birth NATIONAL UNIVERSITY HOSPITAL, SINGAPORE		
MOTHER'S PARTICULARS	Name SANKARANARAYANAN KOKILA		Date of Birth 19/01/1972
	NRIC / Identification Document No. S/BLUE S7285169B	Race INDIAN	Dialect Group TAMIL
	Nationality INDIAN	Country of Birth INDIA	
	Address APT BLK 614 SENJA ROAD #13-42 SINGAPORE 670614		
FATHER'S PARTICULARS	Name MUTHUKUMARASAMY RENGANATHAN		
	NRIC / Identification Document No. S/BLUE S2710955A	Race INDIAN	Dialect Group TAMIL
	Nationality INDIAN	Country of Birth INDIA	
	Address APT BLK 614 SENJA ROAD #13-42 SINGAPORE 670614		
FOR OFFICIAL USE THE CHILD IS NOT A CITIZEN OF SINGAPORE AT THE TIME OF BIRTH			

I certify that the above information given by me is correct.

M. Renganathan

Informant's Signature or Thumb Impression

26/05/2006

Date

HUI LO YEE

for Registrar of Births and Deaths

26/05/2006

Date

TIRUNELVELI MUNICIPAL CORPORATION

FORM No. 9

(SEE RULE 9)

GOVERNMENT OF TAMILNADU DEPARTMENT OF LOCAL ADMINISTRATION

CERTIFICATE OF BIRTH Issued under section 12
Issued under section 17 of the Registration

of Births and Deaths Act 1969

This is to certify that the following information has been taken from the original record of birth which is in the register of TIRUNELVELI MUNICIPAL CORPORATION of Tashil TIRUNELVELI of (Local area) TIRUNELVELI MUNICIPAL CORPORATION District TIRUNELVELI of state TAMILNADU.

Name R.Swathi Shree

Sex Female

Date of Birth 11-3-99

Registration No. - 807 -

Place of Birth Pushpalata Nursing Home

Date of Registration 15-3-99

Name of Father/Mother Muthukumarasamy Renganathan
Sankararayanan Kokila

Nationality : Indian

Permanent Address of Father/Mother

3/47, Velayuthanagar Road,
Kovil Kalam, Ambasamudram

tnatral
15/3/99

Signature of issuing authority.
REGISTRAR OF BIRTHS AND DEATHS.
PALAYAMKOTTAI ZONE.
TIRUNELVELI MUNICIPAL CORPORATION.



6 JUN 1981

இடைநிலைப் பள்ளித் திரள் பதிவுகு.

Secondary School Cumulative Record

(தமிழ் நாட்டரசின் அதிகாரத்தின் கீழ் வெளியிடப்பெற்றது)

(Issued under the Authority of the Government of Tamil Nadu).

1. மாணவர் பெயர் (முழுமையாக) M. Rengamathan.
(Name of the pupil in full)

2. தேசிய இனம் Indian.
(Nationality)

3. சமயம் Hindu
(Religion)

4. அவன்/அவள் (ஆம்/இல்லை)
சார்ந்துள்ளாரா?

Whether he/she belongs to
(Say Yes or No)

(அ) தாழ்த்தப்பட்ட இனம், அல்லது
(a) Scheduled Caste or

(ஆ) தாழ்த்தப்பட்ட பழங்குடி,
அல்லது

(b) Scheduled Tribe or

(இ) பின் தங்கிய வகுப்பு அல்லது

(c) Backward Class or

(ஈ) தாழ்த்தப்பட்ட இனத்திலிருந்து
கிறித்துவத்திற்கு மாறியவர்

(d) Convert to Christianity
from Scheduled Caste.

No, Mudaliyar.

5. பாலினம் Male.
(Sex)

பெற்றேன் அல்லது காண்டையிர் எனிக்கும் உறுதிமேங்கி.

(Declaration by the parent or guardian).

(6) பிறந்த நாள் (எழுத்தில்)
[Date of birth (in words)]. 22.7.1966 (Twenty
(7) முடினப்பர் முனிசீபல் குடும்பத்தின் பெயர் (Parent's name). Second
Sixty Six

(2) பெற்றவர் முத்துகுமாரசு வி. முத்துகுமாரசு அ. (Father's name).

(க) தாயாரின் பெயர்
(b) (Mother's name) M. Moonakisari Mudaliyan.

(8) டெலிஸ் அமர்ந்த
ஷன்ட் மாளக் குறிக் கீ

(Personal marks of identification).

(31) Black mottled bone
(a)

(b) Another mole at the left corner

(9) பள்ளியின் பெயர்
 (Name of the School)
 படிப்புக்காலம் பகுதி
 (Period of Study)

(2)
Peninsular Higher Secondary Schools | 97a - 80 | x 11th std

($\omega_{\text{B}}^{\text{B}}$) Pasumalai, MADURAI-4.

(b) Paumalai Higher Secondary School 1980-81 Xth Std
(c) Paumalai, MADURAI.

P. G. D. S. N. - 1974

157561
Date: 8-7-81.

PASUMALAI HIGHER SECONDARY SCHOOL

+
எப்படி நான் அவ்வளவு காரணமாக
ஒத்துப்படியாக வெளியிடப்படும்.
(Signature of the Parent or Guardian).

iii) (If for any reason the parent or guardian is not available to sign the declaration in the certificate a printed or typewritten copy of the declaration should be sent to the parent or guardian, signed by him and on return fasted inside the front cover.)

DEPARTMENT OF GOVERNMENT EXAMINATIONS. MADRAS 600 006

SECONDARY SCHOOL LEAVING CERTIFICATE

X - STANDARD - NEW PATTERN

ISSUED UNDER THE AUTHORITY OF THE GOVERNMENT OF TAMIL NADU

Certified that

M. RENGANATHAN

appeared for the MAR. 1981

SSLC Public Examination and obtained the following percentage of marks

SUBJECT	MARKS
TAMIL	65 SIX FIVE
ENGLISH	56 FIVE SIX
MATHEMATICS	41 FOUR ONE
SCIENCE	35 THREE FIVE
HISTORY & GEOGRAPHY	40 FOUR ZERO
TOTAL	237 TWO THREE SEVEN

DATE OF BIRTH 22.07.1966	REGISTER NO. 065857	TMR CODE NO. & DATE AA33668 30.06.1981
HIGH SCHOOL PASUMALAI HR SECY PASUMALAI		MEDIUM OF INSTRUCTION TAMIL

A PASS IN THE SSLC (X STD.) EXAMINATION REQUIRES A MINIMUM OF THIRTY FIVE PERCENT OF MARKS IN EACH ONE OF THE FIVE SUBJECTS. THIS INCLUDES PASSING UNDER THE COMPARTMENTAL SYSTEM ALSO.

M. Renganathan

Candidate's Signature :

Secretary
BOARD OF SECONDARY EDUCATION
TAMIL NADU

DEPARTMENT OF GOVERNMENT EXAMINATIONS, MADRAS 600 006

HIGHER SECONDARY COURSE CERTIFICATE

GENERAL EDUCATION

ISSUED UNDER THE AUTHORITY OF THE GOVERNMENT OF TAMIL NADU

Certified that

RENGANATHAN, M

appeared for the APR. 1983

Higher Secondary Examination and obtained the following marks:

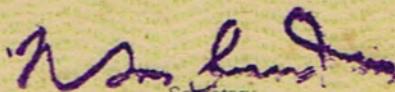
SUBJECT	MARKS OBTAINED FOR 200		
TAMIL	128	ONE	TWO EIGHT
ENGLISH	100	ONE	ZERO ZERO
PHYSICS	137	ONE	THREE SEVEN
CHEMISTRY	139	ONE	THREE NINE
BIOLOGY	103	ONE	ZERO THREE
MATHEMATICS	118	ONE	ONE EIGHT
TOTAL MARKS :			
	0725	ZERO SEVEN TWO	FIVE

DATE OF BIRTH	REGISTER NO.	TMR CODE NO. & DATE
22.07.66	619946	G014674 07.06.1983
SCHOOL		
AV HSS SATTUR		

MINIMUM FOR A PASS : 70 MARKS OUT OF 200 IN EACH SUBJECT. THIS INCLUDES PASSING UNDER THE COMPARTMENTAL SYSTEM ALSO.

M. Renganathan

Candidate's Signature :


 Secretary
 BOARD OF HIGHER SECONDARY EXAMINATION
 TAMIL NADU

**SUB REGISTRAR'S OFFICE,
AMBASAMUDRAM.**

61-9-84 serial no.

Regn. V (BDM) 22-22,706-30-6-88-G.B.P., Pdkt.

True extract from the Hindu Marriage Register kept by SUB REGISTRAR,
AMBASAMUDRAM
(Rule 18)

Serial number of marriage..... A .. of year 1998 B

1. (a) Full name of husband .. Muttu Kumaresamy Ranganathan.
 (b) Caste .. Hindu mudaliar.
 (c) Age (date of birth) .. 22.7.1966 (31)
 (d) Occupation and address before marriage Computer Specialist 1/26. Nilaivur. Thiruppara
 Kundram Madurai 625005.
 Father. Mother.
2. (a) Full names of parents of the husband .. Muttu Kumaresamy Meenakshi.
 (b) Caste .. Hindu mudaliar. W/o. Muttu Kumaresamy 61.
 (c) Their age ..
 (d) Occupation and address .. 1/26. Nilaivur. Thiruppara Kundram
 Madurai 625005.
- (a) Full name of wife .. Sankara Narayanan Kokila.
 (b) Caste .. Hindu mudaliar.
 (c) Age (date of birth) .. 19.1.1972 (26)
 (d) Occupation and address .. Housewife 3/47. Velayutha nager Ambasamudram 627401
 Father. Mother.
 Rajeswari.
 W/o. Sankaranarayanan
 Housewife. 53
4. (a) Full names of parents or guardian in marriage, if any, of the wife. S/o. V. Veda Martin.
 (b) Caste .. Hindu mudaliar.
 (c) Their age .. 63.
 (d) Occupation and address .. 3/47. Velayutha nager Ambasamudram. 627401
5. (a) Name and address of the person who solemnized the marriage. V. Viswanathan mudaliar.
 3/47. Velayutha nager Ambasamudram
6. Whether the marriage was solemnized— Yes.
 (a) In accordance with the customary rites and ceremonies of either party to the marriage as required by section 7 of the Act.
 or
 (b) In accordance with section 7 of the Act.

7. Place viz., the village, taluk and district where the marriage was solemnized with full address.

Velusamy And Vinay.
A-A. Krishnan Kovil Street

Ambasamudram.

Ambasamudram Taluk. Tiruchirapalli. Dist.

8. The date on which the marriage was solemnized.

7. 6. 1998.

9. Signature of the husband

m. Renganathan.

10. Signature of the wife

S. Kokila.

11. அறைப்படுத்தியவர் பெயர் வீலை

Mr.

12. Signatures with their names in block letters of the witnesses and their addresses.

(1) A. S. Devi's residence
(A. S. Devi's name)

5/10. Somkaram Northi mudaliar. B.O.O. 2/481-C Kamatchi Elam.
Varanthi mune Paramekkudi

(2) A. Lakshmanam Perumal

(A. Lakshmanam Perumal, 5/104 Yaadrai mudaliar. 10 Thiruvalluvar Street
K-K. Nagar. Madurai 20.

(3) V. Viswanathan (V. Viswanathan,
3/42. Velayutha nager.
Ambasamudram.

13. Signature of the parent or guardian in marriage, witness in (1), signatory during marriage if any, and their addresses.

(2)

14.

Certified that the marriage of which particulars are given above has been registered by me under the Tamil Nadu Hindu Marriage (Registration) Rules, 1967 this the...
day of... June....1998..

STATION:

SUB REGISTRAR'S OFFICE
Date: AMBASAMUDRAM

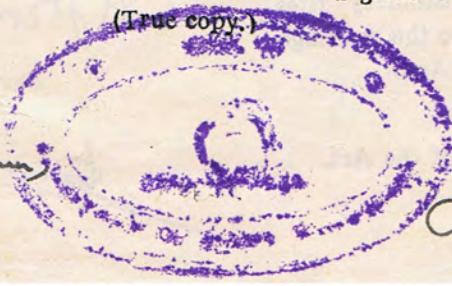
Signature of the Marriage Registrar.

REGISTRAR,
AMBASAMUDRAM

Marriage Registrar.

Present by J. Subrahmanyam. S.L.
Examined by V. Ganesan R.C.
Examined by Shashi S.L. (Examiner)

(True copy.)



H. Parasuraman, 7/6/98
SUB REGISTRAR,

SUB REGISTRAR'S OFFICE,
AMBASAMUDRAM.



भारत का उच्चायोग, सिंगापुर
HIGH COMMISSION OF INDIA
31 GRANGE ROAD
SINGAPORE 239702

No: SIN / CON /
ATT No: 18741/13

Dated :
15.07.2013

TO WHOM IT MAY CONCERN

This is to certify that

SANKARANARAYANAN KOKILA

Mdm.....

Z1229217
holder of Indian Passport No..... issued at
SINGAPORE **31.01.2005**

.....on..... is the duly wedded
MUTHUKUMARASAMY RENGANATHAN

wife of Mr..... holder

Z2377627
of Indian Passport No..... issued at
SINGAPORE **07.08.2012**

.....on.....
07.06.1998 **AMBASAMUDRAM**
Their Marriage was solemnised on.....at.....

S. NATARAJAN
Attache (Passport)
High Commission of India
Singapore

மதுரை காமராஜ் பல்கலைக்கழகம்
Madurai Kamaraj University

அறிவியற் புலம்
 இளம் அறிவியல் பட்ட மேல் நிறைசான்றிதழ்

FACULTY OF SCIENCE
 POST B.Sc. DIPLOMA

மதுரை காமராசர் பல்கலைக்கழக ஆட்சிப்போரவை
 கணிப்பான் அறிவியல் மற்றும் பயன்பாடுகளை இளம் அறிவியல்
 பட்ட மேல் நிறைசான்றிதழ் வெறுதற்கு உரியவர் ஆகின்றார் என
 முறையாக ஒத்துப்பிரிவை தேர்விடேரர் 19 87 மே இல்
 நடத்திய தேர்வுகளில் சான்றளித்தவாறு, முதல் வகுப்பில்
 தேர்ச்சியற்ற அன்னாருக்கு இச்சான்றிதழ் வழங்கப்படுகின்றது என
 இதன்வழி அறிவிக்கின்றது.

பல்கலைக்கழக முத்திரையுடன் இது வழங்கப்படுகின்றது.

The Senate of the MADURAI KAMARAJ UNIVERSITY
 hereby makes known that this Post B.Sc. Diploma in Computer
 Science and Applications has been awarded to _____

M. Renganathan — who was certified to be
 qualified to receive the same by duly appointed Examiners at the
 Examination held in May 1987 in First Class.

Given under the seal of the University



பல்கலைநகர்

Palkalaina gar

தார் : 15.10.1987

Dated :

A.R. S.J.

மதிவரனர்

Registrar

K. S. Rajagopal

துணைவேந்தர்

Vice-Chancellor



Madurai Kamaraj University

அறிவியற் புலம்

FACULTY OF SCIENCE

மதுரை காமராசர் பல்கலைக்கழக ஆட்சிப்பேரவை
M. ரங்கநாதன் -

அறிவியல் இளையர் பட்டம் பெறுதற்குத் தகுதியடையவர் என முறையாக
அமைக்கப்பெற்ற தேர்வினோர் சான்றளித்தவாறு, 19 86 ஏப்ரல் இல்
நடைபெற்ற தேர்வில் தூதியலி பாடத்தில் ஞாலி
வருப்புப் பெற்று, இப் பட்டப்பேற்றுக்கு உரியவர் ஆசின்றார் என
இதன்வழி அறிவிக்கின்றது.

பல்கலைக்கழக மதுரையுடன் இது வழங்கப்படுகின்றது.

The Senate of the MADURAI KAMARAJ UNIVERSITY
hereby makes known that M. Renganathan.-
has been admitted to the Degree of Bachelor of Science,
in Physics before having been certified by duly
appointed Examiners to be qualified to receive the same and
placed in First Class at the Examination held in
April 1986.

Given under the seal of the University



பல்கலைநகர்
Palkalainagar

நாள் : 21-10-1992
Dated :

பதிவாளர்
Registrar

துணை வெந்தர்
Vice-Chancellor

SINGAPORE POLYTECHNIC



SPECIALIST DIPLOMA IN COMPUTER NETWORKING

It is hereby certified that

Muthukumarasamy Renganathan

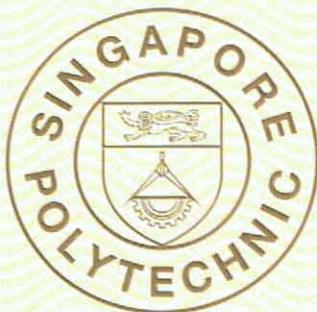
having successfully completed the course of study was awarded the

Specialist Diploma in Computer Networking

on 22 March 2010

Chairman, Board of Governors

Principal



NYP

Nanyang
Polytechnic

NYP
NYP
NYP



It is hereby certified that

MUTHUKUMARASAMY RENGANATHAN

having satisfied the requirements of
the course of study was awarded the

Advanced Diploma in Management

on

22 December 2003

This -

*Chairman
Board of Governors*

Mr Chas Orr

Principal & CEO

Janet M

Registrar


மனோன்மணியம் சுந்தரனார் பல்கலைக்கழகம்
Manonmaniam Sundaranar University

அறிவியற் புலம்
FACULTY OF SCIENCE

**மனோன்மணியம் சுந்தரனார் பல்கலைக்கழக ஆட்சிக்குழு
கோதிலா, ஈ. -**

அறிவியல் இளையர் பட்டம் பெறுத்துத் தசுதியுடையவர்
என முறையாக அமைக்கப்பட்டபூர்வ தேவீனோ சான்றளித்தவாறு, **ரபிஹிரலீ**
1993.....இல் நடைபெற்ற தேவீல் **விவரங்கியல்**
பாடத்தீர் **முதல்** வகுப்புப் பெறு, இப் பட்டப்பெற்றுக்
உரியவர் ஆகின்றார் என இதன் வழி அறிவிக்கின்றது.
பல்கலைக்கழக முத்தினையுடன் தங் வழங்கப்படுகின்றது.

The Syndicate of the **MANONMANIAM SUNDARANAR UNIVERSITY**
hereby makes known that **Kokila, S.**-
has been admitted to the Degree of Bachelor of Science,
in **Zoology** he/she having been certified by duly
appointed Examiners to be qualified to receive the same and placed in
First Class at the Examination held in **April**
1993.



Given under the seal of the University.

[Signature]


மனோன்மணியம் சுந்தரனார் பல்கலைக்கழகம்
Manonmaniam Sundaranar University

கல்வி புலம்
FACULTY OF EDUCATION

மனோன்மணியம் சுந்தரனார் பல்கலைக்கழக ஆட்சிக்குழு

கோகிலா, ச. -

கல்வியியல் இளையர் பட்ட பெற்றதுத் தகுதியுடையவர் என முறையாக
அமைக்கப்பெற்ற தேர்வினோ **பெப்ரவரி 1994** இல் நடைபெற்ற
தேர்வுகளில் சான்றளித்தவாறு, அன்னவர் எழுத தேர்வில் **திரும்பிடாம்**
வகுப்பிலூம், செய்முறைத் தேர்வில் **திரும்பிடாம்** வகுப்பிலூம், தேர்வுற்று
இப் பட்டப்பெற்றுக்கு உரியவர் ஆகின்றார் என இதன்வயி அறிவிக்கின்றது.

பல்கலைக்கழக முத்திரையின் தீர் வழங்கப்படுகின்றது.

The Syndicate of the MANONMANIAM SUNDARANAR UNIVERSITY
hereby makes known that **Kokila, ஸ. -**
has been admitted to the Degree of Bachelor of Education, he/she
having been certified by duly appointed Examiners to be qualified to receive
the same, and having been by them placed in the **Second**
Class in the Written Examination and in the **Second**
Class in the Practical Tests held in **April 1994**.



Given under the seal of the University.

1

Private & Confidential

29 March, 2001

Mr Muthukumarasamy Renganathan
Blk 6, Petir Road,
#10-01 Bukit Panjang
Singapore 678267

Dear Renga,

APPOINTMENT

We are pleased to offer you an appointment subject to the satisfactory completion of the medical clearance. You are required to pass your medical examination within two (2) weeks upon commencement of work. The terms and conditions of your service are as outlined below :

1. **DESIGNATION**

DBA (Job Grade : E6)

2. **DEPARTMENT**

You shall be assigned to our **CSG –IT Department, Infrastructure and Operations Group** and be responsible to the Systems Section Manager, Philip Low or any other officer nominated by him.

The Company reserves the right to transfer you to any department or section within Chartered Semiconductor Manufacturing Ltd or any subsidiaries or joint venture fab operations based on business needs and exigencies of service.

3. **SALARY & AWS**

You will be employed at a starting monthly basic salary of **S\$4,000**

You will also be receiving a 13th month Annual Wage Supplement (AWS) equivalent to one month of your basic salary or prorated thereof in accordance with our HR policy.

Please note that salary matters are to be kept *strictly confidential* and not to be discussed with others.

4. BONUS PROGRAMS

You are eligible to participate in the Company's bonus programs as listed below :

- 4.1. **Quarterly Performance Bonus** : Payable once every quarter based on a set of business and operational performance indicators
- 4.2 **Year End EVA Bonus** : payable once a year based on the Company's performance in the Economic Value Add (EVA) measures for the fiscal year.

The payment quantum for the above bonus program shall be at the sole discretion of the management. The Company reserves the right to amend or modify the above bonus schemes from time to time in accordance with our business needs.

5. MEDICAL, DENTAL & HOSPITALISATION BENEFITS

- 5.1. Upon joining the Company, you shall be reimbursed for medical consultation and medicines prescribed by the Company appointed doctors or Government doctors or specialist referred by Company doctors. Claims for specialist consultation shall be subject to an annual limit as specified in the prevailing Company policy.
- 5.2. Except for emergencies, specialist consultations are to be made through referrals by the Company doctors and are subject to prior approval by the Company.
- 5.3. You shall be reimbursed for actual dental and/or vision claims of up to \$150 per year.
- 5.4. You shall enjoy the standard hospitalisation and surgical benefits under the existing insurance plans. For executive level appointment, the hospitalisation and surgical benefits are also extended to your spouse and children.

6. INSURANCE COVERAGE

You shall be covered under the existing Group Insurance Schemes as listed below :

- 6.1. Workmen Compensation Insurance (Non-Executive & executive earning less than \$1600)
- 6.2. Group Personal Accident Insurance
- 6.3. Group Term Life Insurance
- 6.4. Group Travel Personal Accident Insurance (for business travel)

7. ANNUAL INCREMENT

Annual salary increments are based on merit and within the guidelines as laid down by the Management. Your next salary review will be in the following January or July according to the Company's salary review policy.

8. CENTRAL PROVIDENT FUND (CPF)

CPF is a comprehensive social security savings scheme which provides for a member's retirement, home ownership and healthcare needs.

Employees who are not Singapore citizens or permanent residents and who are on employment pass will be paid a fixed monthly allowance equivalent to the prevailing CPF rate, payable on the first S\$6000 monthly base salary. The Company will not be responsible for the employee's tax liability on the allowance. This allowance will be replaced with the CPF scheme once Permanent Residence status is granted to employee, as required under the Singapore's CPF Act.

9. PROBATION PERIOD

You shall serve a probation period of up to six (6) months that shall be effective from the date you commence duty. The Company reserves the right to extend your period of confirmation if necessary based on your performance. Your confirmation shall be notified by the Company in writing.

10. WORKING HOURS

Your work hours schedule shall be according to the Company's requirements. However, until otherwise amended, your official working hours will be as follows :

<u>Working Hours</u>	<u>Work Day</u>
8 am to 8 pm]	Sunday - Wednesday (4)
8 pm to 8 am]	Sunday - Tuesday (3)
8 am to 8 pm]	Thursday - Saturday (3)
8 pm to 8 am]	Wednesday - Saturday (4)
	And/or
Mondays to Fridays (Lunch : 30 minutes)	: 8 am to 5.18 pm

11. SHIFT ALLOWANCE

Your shift allowance payable shall be as follows :

<u>Job Grade</u>	<u>Day Shift</u>	<u>Night Shift</u>
E3 to E5	\$10	\$24
E6 to M2	\$12	\$30

12. ANNUAL LEAVE

Your annual leave entitlement for the first five (5) years of service shall be in accordance to your job grade as outlined below. Subsequently, the entitlement will be increased according to the Company's annual leave policy.

<u>Job Grade</u>	<u>Office-Hour</u>	<u>12-Hour shift</u>
E3 – E5	14 days	10 days
E6 – M2	18 days	13 days
M3 & above	21 days	15 days

13. TERMINATION

Whilst on probation, termination of service can be effected without giving reasons by either party with two (2) weeks' notice or the payment of a sum equivalent to two (2) weeks' salary in lieu of notice.

After confirmation, termination can be only effected by either party giving one (1) month's notice or the payment of a sum equivalent to one (1) month's salary in lieu of notice.

14. CONFIDENTIALITY & SECRECY

During your employment with the Company and at all times after the termination of your employment from any cause whatsoever, you shall not directly or indirectly, divulge, authorize or permit to be disclosed to anyone not properly entitled thereto any trade secrets, intellectual properties and any confidential information relating to the business or financial conditions of the Company.

15. GENERAL TERMS & CONDITIONS OF SERVICE

15.1. You shall not at any time during your service with the Company either directly or indirectly (without prior written consent from the Company) engage or interest yourself, whether for reward or gratuitously, in any work or business other than those relating to your duties in the Company.

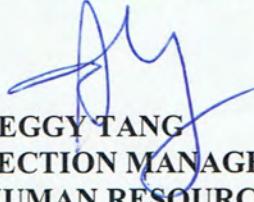
- 15.2. You shall devote the whole of your time, knowledge, skill and attention in the performance of your duties in the Company, and attend at the premises where you shall from time to time be posted by the Company on such days including, if the exigencies of the work so require, on Sunday and public holidays and at such hours as may be required.
- 15.3. You shall enjoy all other standard benefits and be subject to all conditions applicable to executives under your job grade.
- 15.4. The Company reserves the right to vary the terms and conditions of service based on business needs from time to time.
- 15.5. You will abide by the terms and conditions of service, the rates, regulations and procedures as may be laid down by the Company from time to time and the laws of the Republic of Singapore.

We look forward to welcome you to Chartered Semiconductor Manufacturing Ltd and as a member of the Chartered Semiconductor family.

Please acknowledge your acceptance of this offer by signing below and returning it to me within two (2) weeks from the date of this letter after which this offer shall lapse.

Yours sincerely

CHARTERED SEMICONDUCTOR MANUFACTURING LTD



PEGGY TANG
SECTION MANAGER
HUMAN RESOURCES
CORPORATE SUPPORT GROUP

I MUTHUKUMARASAMY RENGANATHAN or Passport No. N282221 having read and understood the terms and conditions of this offer hereby accept the appointment of DBA and confirm that I shall commence duties on 2 - APR - 2001 at 8 a.m. In the event that I am unable to commence duties on the mentioned date, I shall inform the Company in writing two (2) weeks prior to the mentioned date.

M.Renganathan
Signature

29. Mar. 2001
Date



INTERNATIONAL SQL STAR PTE LTD.

■ 51 Anson Road #08 53 Anson Centre Singapore 079904
■ Telephone: 65-62270052 ■ Fax: 65-62271730 ■ E-mail: info@intlsql.com
■ Web: www.sqlstar.com

2nd September 2004

Mr. Muthukumarasamy Renganathan
Apt Blk 183 Jelebu Road
#10-44 Singapore 670183
NRIC#: S2710955A issue Date: 02-04-2002

Sub: Appointment Letter

Dear Mr. Renganathan

We are pleased to make you an offer for the position of 'Database Administrator' in our organization 'International SQL Star Pte Ltd, Singapore' (hereafter SQL Star). Your remuneration package and other terms of your employment are listed below:

- a) This offer is subject to having a valid employment & resident visa for working in Singapore from the Govt. of Singapore. You are required to join the duties latest by 20th August 2004.
- b) Gross remuneration package:
 - You will be paid a gross monthly salary of S\$4800.00 (Sing Dollars Four Thousands Eight Hundreds Only).
 - Employer's CPF will be paid by the company based on the prevailing rates (currently set at 13% of basic salary).
 - Planning and payment of Income Tax will be solely your responsibility as and when required by statutory board and legal authority.
- c) You will be required to operate out of our client premises and will operate as per office/shifts timings as decided by respective project manager from time to time.
- d) You shall not, at any time during the term of employment with the Company, without the company's express prior consent, obtain, engage or invest yourself for reward, gratuitously or otherwise whether paid or not, in any work or business other than that of the Company.
- e) You shall not disclose or divulge at any time either during the term of your employment with the organization or thereafter any secrets, transaction or information in or relative to our business which come to your knowledge or possession in the course of your employment.
- f) The management reserves the right to transfer you to any SQL Star group company office or assign you to various client projects and tasks as it may deem fit from time to time.
- g) During the term of your employment with the organization and one year thereafter subsequent to your resignation from the services of the organization, you are legally obliged not to join or provide

Mewas

services in any form, directly or indirectly to any of SQL Star client without its prior written approval.

- h) The Company will provide you the necessary orientation and training for carrying out your designated assignments successfully. In view of this and the nature of your assignment, you hereby agree not to resign or otherwise absent yourself without proper authorization from the services of the Company for a period of 1 year from the date of your joining. Thereafter you may resign from the services of the company by giving one month advance notice period. Upon resignation, you are required to ensure the proper handover of your responsibilities and any equipment and access cards issued to you for carrying out your duties and responsibilities.
- i) For discontinuation of services, company will be required to give an equivalent one-month notice.
- j) DISMISSAL FOR MISCONDUCT or NON-PERFORMANCE: If at any time during your employment you are guilty of any Misconduct or involved in activities not allowed under state laws or breach of the terms of this agreement or commit any act of dishonesty or any act of commission or omission prejudicial to the interests of the Company or found incompetent to discharge your duties, the Company reserves the right to terminate your employment forthwith without any notice or payment in lieu of notice, in addition to any compensation and/or damages that may be payable with regards to this contract.
- k) Please sign and return the duplicate copy of this letter in acknowledgement of the receipt and acceptance of the original. After accepting this offer letter if you decline or unable to join the services of the company within 1 month, company reserves the right to recover an amount equivalent to 1 month of your gross basic salary towards cost of recruitment and damage to business.

We look forward to your contribution, commitment and efforts in meeting the business objectives of the organization.

Yours sincerely,

Sanjay Gupta

(Sanjay Gupta)
Head - Regional Operations

M. Recognition .

2. Sep. 2004



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14 October 2005

Muthukumarasamy Renganathan
Block 183 Jelebu Road,
#10-44,
Singapore 670183

Dear Rengan

APPOINTMENT AS DATABASE ADMINISTRATOR

We are pleased to offer you employment as Database Administrator of Media Data Systems Pte Ltd (hereinafter called "the Company") on the terms and conditions set out in this letter (which together with the Schedule is hereinafter collectively referred to as "this Contract").

In your position as Database Administrator, you shall report to the General Manager, Information Services/Enterprise Architecture & Infrastructure/Data Management or his representative.

The terms of employment shall be as follows:

1. Commencement of Service

You shall commence employment on 17 October 2005. Upon satisfactory completion of a 3 months probationary period, you may then be confirmed.

2. Remuneration Package

You shall be paid an annual salary of S\$63,000.00 inclusive of 13th month payment. This annual salary shall be paid over a 12-month period giving rise to a monthly salary of S\$5,250.00 to be paid in arrears at the end of each month.

3. Termination of Employment

Subject to paragraph 2 of the attached Schedule:

- (a) Either you or the Company may terminate this Contract by giving one day's notice or one day's salary in lieu of notice in the first two weeks of employment. Thereafter during the

Media Data Systems Pte Ltd.

Registration No. 199001601W
1 Sims Lane #08-01 Singapore 387355
Tel: (65) 6547 2688 • Fax: (65) 6547 2220 • www.globalsources.com

M.Rengathan

www.globalsources.com Nasdaq: GSOL

Forbes.com Best of the Web 2004 & 2003 • Forbes Best Under A Billion: 200 Companies for 2002 • Forbes 200 Best Small Companies 2001 • Best B2B Site, The Revolution Awards 2001 • Forbes 300 Best Small Companies, Top 20 Best Small Companies 2000 • Best B2B Internet Site, Internet World Asia Industry Awards 2001



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probationary period, either you or the Company shall give a written notice of fourteen calendar days or an equivalent amount of salary in lieu of notice to terminate this Contract.

- (b) Following the successful completion of the probationary period, either party shall give one month's written notice, or an equivalent amount of salary in lieu of notice to terminate this Contract.

4. Leave

- a) In addition to the various national holidays, you shall be entitled to annual vacation leave per annum as follows:

Years of Service (with the Global Sources network of companies)	Annual Leave Entitlement
1st	14 days
2nd	15 days
3rd	16 days
4th	17 days
5th	18 days
6th	19 days
7th	20 days
8th	21 days
9th and above	22 days

Leave may be taken at any time considering the work schedule deadlines of the Company. Your leave/vacation schedule must meet with the approval of the Company.

- b) Annual leave accruing in any one year and not utilised by the end of the following year shall be forfeited.

5. Sick Leave

- a) You are entitled to take sick leave not exceeding the number of days as specified in the Employment Act, Cap. 91, in any 12 consecutive calendar months.
- b) Sick leave, in addition to the foregoing, may be granted with full or half pay at the Company's absolute discretion.

M. Engnathan



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6. Confidentiality

You shall keep confidential all information concerning the business, contemplated future business proposals and any other affairs of the Company or its affiliated or related companies which is regarded by the Company as confidential, proprietary, or private in nature including but not limited to any information as to the practice, business, dealings or affairs of the Company or any of its customers or clients or as to any other matters which may come to your knowledge by reason of your employment, and you shall at no time either while you are in the employment of the Company or after such employment shall have ceased, disclose any such information to any person, firm or corporation, or employ the same in any wise other than for the benefit of the Company and with its full knowledge and consent.

7. Other Terms

Your appointment is subject to the other terms and conditions as are specified in the attached Schedule.

If the terms and conditions of this Letter of Appointment are acceptable to you, please sign and return the duplicate copy of this Letter of Appointment signifying your acceptance.

We look forward to you joining our Company and to a mutually productive professional experience.

Yours sincerely
For and on behalf of
Media Data Systems Pte Ltd

A handwritten signature in black ink, appearing to read "Julie Wong".

Julie Wong
Human Resources and Administration Manager

A handwritten signature in black ink, appearing to read "M. Ranganathan".



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SCHEDULE

1. Duties

During your employment with the Company, you shall:-

- a) Perform and undertake all such duties, acts and things as are normally to be performed by you and as are properly and reasonably necessary in and about the carrying out your functions as Database Administrator of the Company.
- b) Obey and carry out in relation to your duties all the lawful and reasonable instructions of the Company as are conveyed to you by the General Manager, Information Services/Enterprise Architecture & Infrastructure/Data Management or such other person or persons as the Company may from time to time authorize either verbally or in writing to give such orders and instructions.
- c) Carry out your duties with due diligence and in a temperate and proper manner and use your best skill and endeavors in order to further the business and interest of the Company.
- d) Attend at the place of business of the Company or at such other places as may be required by the Company, unless prevented by sickness or other cause beyond your control, during such hours and at such times as you will be so required by the Company to do.
- e) Observe the Company's by-laws and corporate policies from time to time in force.

2. Summary Termination

Your employment may be terminated forthwith by the Company without prior notice if at any time:-

- a) You commit any serious or persistent breach of any of the provisions of this Contract; or
- b) You are found guilty of any grave misconduct or willfully neglect the discharge of your duties hereunder; or

M. Ranganathan



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- c) You become bankrupt or make any arrangement or composition with your creditors; or
- d) You are convicted of any criminal offence other than an offence which in the reasonable opinion of the Company does not affect your position as Database Administrator of the Company; or
- e) You become of unsound mind.

3. Employee's Obligations Upon Termination

Upon the termination of your employment for any cause whatsoever, you shall:-

- a) immediately deliver up to the Company all documents, statistics, accounts, records, programs (including computer based media) and other items of whatsoever nature of description which may be in your possession or under your control which relates in any way to the business or affairs of the Company or of any related corporation and no copies of any such documents as aforesaid or any part thereof shall be retained by you; and
- b) at any time thereafter forthwith upon the request of the Company resign without claim for compensation from all offices held by you in the Company and/or any related corporation and should you fail to do so, the Company is hereby irrevocably authorized to appoint some person in your name and on your behalf to sign any documents or do such things necessary or requisite to give effect thereto.

4. Central Provident Fund

The Company shall continue to meet its obligations under the CPF Act.

5. Contributory Health Insurance Fund

On joining, you may participate in the Company's contributory health insurance scheme if you so desire. The details of the contributory health insurance scheme are obtainable from the Human Resources Department.

M. Rengarajan

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6. Other Employment

Without the consent of the Company during the continuance of this Contract, you shall not be engaged or interested either directly or indirectly (whether gratuitously or otherwise) in any capacity in any trade, business or occupation whatsoever other than the business of the Company but so that this provision shall not prohibit the holding whether directly or through nominees of quoted investments. In this paragraph, the expression "occupation" shall include any public or private work which in the opinion of the Company may hinder or otherwise interfere with the performance by you of your duties under this Contract.

7. Notices

Any notice required to be served under the provisions of this Contract must be in writing and in the case of a notice given by the Company, it shall be delivered to you personally or sent to your last known address by prepaid registered letter post and in the case of any notice given by you, it shall be addressed to the Vice President, Human Resources or delivered or sent by prepaid registered letter post to the registered office of the Company.

8. Governing Law

This Contract and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of the Republic of Singapore.

9. Headings

The headings or marginal notes appearing in this Contract are for convenience of reference only and are not intended to affect the interpretation of this Contract.

10. Divisible Contract

In the event that any provision or provisions of this Contract shall be held invalid or unenforceable for any reason, the invalidity or unenforceability of such provision or provisions shall not operate to invalidate the remainder of this Contract, each clause and paragraph of the Contract being considered as a separate and divisible agreement.

M. Renganathan



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I have read and agree to the foregoing.

Signature : M.Rengarathnam

Date : 14 - DEC - 2005

M.Rengarathnam



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28 January 2008

Mr Muthukumarasamy Renganathan
Blk 614 Senja Road
#13-42
Singapore 670614

Dear Renga,

LETTER OF APPOINTMENT

It gives me great pleasure to inform you that the University has decided to offer you the position of **System Administrator cum DBA** in the **Centre for Teaching & Learning**.

Your monthly basic salary will be **S\$5,800.00** per month.

Future increases in remuneration will be made on the basis of your performance and contributions to the University. Other terms and conditions of appointment are specified in Annex A attached.

We seek to establish SMU as a progressive organisation, providing our staff with careers that are rewarding and challenging. I hope that you will accept this opportunity to work with us and to grow with us, as we put our efforts together to build a University that all Singaporeans can be proud of. I look forward to your acceptance of this offer.

If you find our offer agreeable, please return the attached Form of Acceptance duly completed. We will then liaise with you on the necessary formalities.

We look forward to welcoming you to SMU and to a rewarding career with us.

Yours sincerely

A handwritten signature in blue ink, appearing to read "EUGENE WONG".

EUGENE WONG
Assistant Director
Office of Human Resources & Faculty Administration

Enc



Annex A

Med. Ent: Plan B

Terms and conditions of Appointment

SECTION I

Benefits Package

(1) Annual Wage Supplement

An annual wage supplement (AWS) equivalent to one month's base salary will be awarded to you if you have served one year's continuous service as at 31 December each year. If you served a period of less than one year as of 31 December, you will be paid the AWS on a pro-rated basis. The AWS will be paid to you together with your December salary

(2) Salary Review

Salary for confirmed staff shall be reviewed on 1 April of each year. Probationary staff shall be reviewed on the following 1 April, subject to their confirmation of employment.

For confirmed staff with less than one year of service, their first salary review shall be calculated on a pro-rata basis from the date of commencement of employment to 31 March. Thereafter salary review shall be on every 1 April.

(3) CPF Contribution (for Singapore Citizens and Permanent Residents only)

Contributions shall be made where applicable in respect of you by SMU to the Central Provident Fund (CPF) in accordance with the CPF Act. The rates of such contributions shall be in accordance with current prevailing regulations made under the CPF Act and shall be subject to changes made under the Act.

(4) Vacation Leave

Leave entitlement is dependent on the number of years in service. The vacation leave entitlements are as follows:

<u>Years of Service</u>	<u>Vacation Leave</u>
1 - 3	21
4 - 6	23
7 - 9	25
10 & above	28

Any Public Holiday which falls on a Saturday, you will be credited with 1 day Annual Leave.



(5) Medical Leave and Benefits

- (i) You are eligible for paid medical benefits as provided in the current regulations unless otherwise qualified on grounds of medical fitness on appointment. Your medical plan is Plan B.
- (ii) You shall be eligible for up to 30 days of certified medical leave per calendar year on full-pay. This period of certified medical leave may be extended up to 60 days if you are hospitalised in an approved hospital. This is subject to the condition that you are not suffering from any illness/disability which requires future treatment at the time of appointment. You are not eligible for paid medical leave and benefits if the illness/ disability is directly attributable to the pre-existing medical condition.
- (iii) You shall be eligible for medical treatment in accordance with SMU's Medical Benefits Scheme, which may be subject to change from time to time. On appointment, you are placed on the University's Preferred Care Plus medical scheme and the Salary Continuation Programme.
- (iv) Your other benefits are in accordance with the Flexible Benefits Programme, HR Policy and Talent Retention Programmes.

(6) Salary Continuation Programme

All staff are provided with 24-hours worldwide coverage against death and total permanent disability under the following insurance plans:

- (i) **Group Term Life.** All staff aged 65 years and below (renewable up to age 65) are provided with Group Term Life (GTL) coverage against death and total permanent disability by any cause. For staff aged above 65 years of age, their coverage is limited to death cover (and not total and permanent disability). The GTL coverage for staff are subjected to a Free Cover Limit of \$350,000 up to age 60. Staff who falls beyond the Free Cover Limit are subjected to underwriting by the insurer (and medical examination, if necessary) before acceptance.
- (ii) **Group Personal Accident.** All staff aged 65 years and below (renewable up to age 70) are provided with Group Personal Accident (GPA) coverage against death and bodily injury caused by violent accidental external and visible means. Compensation would be provided at 100% of sum assured for Death and up to 150% of the sum assured for Total Permanent Disability caused by an accident. The schedule of benefits for GPA is enclosed in eWise for your information.

Other Staff Benefits

(1) Staff Welfare

You shall be eligible for all prevailing staff welfare and/or recreation schemes.

All staff are granted one hour's time-off per week to allow them to take up sports activities.

(2) Long Service Awards

Long Service Awards, granted in the form of gift vouchers with a Letter of Commendation, would be given to staff who attain 5 / 10 / 15 / 20 / 25 / 30 / 35 years of service with the University.



SECTION II

Duties, Responsibilities and Expectations

(1) Duties and Responsibilities

In addition to the usual duties of the post each staff is appointed to, you are expected to carry out any other suitable duties which you may be called upon to perform or as may be determined by SMU from time to time. You may be deployed to any of the establishments of SMU, depending on exigencies of service during the whole period of their service with SMU.

(2) Hours of work

The present hours of work are Monday to Friday from 8.30 am to 5.45 pm, with a 45-minute break for lunch. Full-time SMU staff are expected to put in the effort and commitment expected of all full-time employees of SMU. The hours of work shall be determined by SMU from time to time according to exigencies of service and SMU's staffing needs. SMU reserves the right to call upon staff to perform their work at such hours as may be required by SMU and to adjust their hours of work according to SMU's requirements. Staff are required to comply with instructions issued by their supervisory officers or any officer duly authorised by SMU.

(3) Conduct

Staff shall be bound by and shall conform with all University rules, regulations and any other general terms and conditions of employment affecting University staff that are in force from time to time.

(4) Paid Additional Employment

Employment with SMU is a full-time appointment and staff are expected to devote their whole time, ability and attention exclusively to the service of the University. As such, staff are not permitted to take up any additional paid employment or engage in any trade or business or any remunerative economic activity of any kind whatsoever or hold any office or position of profit except with the prior written approval of SMU.

(5) Confidentiality

SMU staff are subject to a duty of confidentiality to SMU. They shall not at any time before or after the determination of their employment for whatever cause communicate directly or indirectly to any person other than a person to whom they are authorised to communicate or to whom it is their duty under law to communicate, or retain in their possession or control, any document, note or information of a confidential nature acquired or entrusted in confidence or obtained by them owing to their employment with the University.

SECTION III

Other Miscellaneous Provisions

(1) Period of Probation

You are required to serve a probationary period of three (3) months. The probationary period is to enable the University to assess your performance and decide at the end of the period whether you should be confirmed in service. Upon successful completion of your probation, you will be confirmed, but the University



will not issue you a letter of confirmation. You will be notified in writing only if your probation is extended.

(2) Notice of Resignation/Termination of Service

- (i) Appointment of staff members may be terminated at anytime during probation or after confirmation thereof by either party, without assigning any reason whatsoever, giving to the other party notice:

During probation - two (2) week's notice in writing.

After confirmation - one (1) month's notice in writing.

However, if this appointment is terminated by either party without notice or with a shorter notice period, the party terminating the appointment shall pay to the other party, a sum equivalent to the total emoluments in lieu of notice or the appropriate part thereof corresponding to the period for which the notice falls short of the stipulated notice period.

- (ii) Notwithstanding the foregoing, the University may put an end to or determine the employment of a member of staff if at any time he/she -
- (a) is convicted by a court of law of any crime which in the opinion of the University is likely to bring the University into disrepute; or
 - (b) commits an act of bankruptcy; or
 - (c) is found guilty of insobriety or gross impropriety or misconduct; or
 - (d) fails to perform his/her duties and obligations or observe any of the terms and conditions binding on him/her.
- (iii) In the event of termination by SMU or resignation by a member of staff within three (3) months from the date of commencement of work with the University, all vacation leave taken during the three (3) months will be considered as no-pay leave.

(3) General

All appointments of SMU staff are subject to the provisions of the University's constitutional documents and rules and regulations existing from time to time.



FORM OF ACCEPTANCE

I, **MUTHUKUMARASAMY RENGANATHAN** (NRIC No: **S2710955A**) accept the offer as **SYSTEM ADMINISTRATOR CUM DBA, CENTRE FOR TEACHING & LEARNING** with Singapore Management University in accordance with the terms and conditions specified in the offer letter. I will be able to commence my appointment on 11-Mar-2008.

I understand that my appointment is subject to me being certified medically fit by a medical practitioner nominated by the University, being security cleared and all my documents and testimonials being in order.

M. Renganathan
Signature

28-Jan-2008
Date

June 7, 2008

Muthukamarasamy Renganathan
Blk 614, Senja Road
#13-42,
Singapore 670614

Dear Renganathan,

RE: OFFER OF CONTRACT OF EMPLOYMENT

We are pleased to offer you the position of Senior Oracle DBA, with INTTRA Pte. Limited (the "Company"), subject to the following Terms and Conditions:

Reporting Structure:

You will report to the Systems Operations Manager, and comply with the instructions issued to you by the Company. Furthermore, you shall inform your manager about all business events of importance and obtain the prior consent of the Company prior to any important measures you undertake whilst performing your duties.

Commencement Date:

August 18, 2008

Probationary Period:

3 months

Salary:

SGD6,500.00 per month payable in arrears on or around the end of each month. Monthly remunerations are subject to appropriate statutory payroll taxes and authorized withholdings in accordance with local requirements.

Annual Wage Supplement (AWS):

An AWS equivalent to one month's basic salary will be paid to you in respect of each calendar year ("payment period") before the immediately following Chinese New Year if you have completed one year's service. In the event that you have not completed a complete calendar year of service but have worked at least 3 months in the payment period, the AWS will be paid on a pro-rata basis. No part of the AWS bonus will be paid if employment is terminated either by the Company due to misconduct, unsatisfactory performance or disciplinary action, or by the staff resigning from the Company.

Working Hours:

Monday through Friday: 8:30am to 5:30pm
Lunch hours: 12:30pm to 1:30pm

The Company reserves the right to delimit, broaden or curtail the area of responsibility in accordance with the Company's requirements and to assign you another function appropriate to your knowledge and abilities. You agree to undertake such travel and abroad as may be reasonably necessary for the proper performance of your duties.

You hereby agree to such hours of work as are reasonably required of you to perform your duties. You consent that the performance of these duties will possibly require you to work outside the normal business hours. All eventual additional work is covered by the base salary as above.

Holidays:

You are entitled to all gazetted public holidays in Singapore.

Benefits & Conditions of Employment:

- (a) Annual Leave – 15 working days per year (pro-rated from your date of hire for this calendar year) and taken in accordance with the guidelines for the Company's vacation policy. Any earned but unused vacation not taken before the end of the calendar year expires after December 31st of that year. You are only entitled to the leave after you complete probation.
- (b) Sick Leave – The entitled number of sick leave days is in accordance to the Singapore's Employment Act. If, through accident, illness or other reasons, you are prevented from the execution of your duties, you will be obliged to notify the Company immediately about the anticipated duration of the disability to work. If sick leave of two consecutive days or more, a registered doctor's certificate is required.
- (c) CPF Contributions – CPF Contributions will be the standard statutory rate applicable.
- (d) Insurances - The Company will provide you medical, hospitalization, and personal accident insurances on the date of the commencement of employment. Your eligibility to participate in the Company's various benefit plans will be governed by the terms and conditions of those benefit plans. The Company reserves the right to modify, suspend or terminate any of its benefit plans.

Termination of Employment:

During the first month of your probationary period, your employment may be terminated immediately without notice by either party. However, 7 days' notice or payment in lieu of notice is required for the second and third months of probation. Upon completion of the probation period, your employment with the Company may be terminated by giving at least two month's notice or payment in lieu thereof to the other party.

Notwithstanding the above provisions, you may be terminated without notice at any time by the Company for one of the following reasons:

- (a) Your conviction of a crime (whether or not involving the Company, its affiliates, or your duties at or relating to the Company); or
- (b) Your commission of an act of fraud or dishonesty; or
- (c) Your failure to abide by or comply with the Company's internal policies, or the rules and regulations of any regulatory or self-regulatory organization with jurisdiction over the Company; or

- (d) Your repeated failure to perform your material duties and services, or your willful failure to follow the direct orders of your superiors.

If the termination notice period is extended based on mandatory provisions, the extension shall be applied to both parties.

You will be required to repay/reimburse INTTRA on demand if you terminate your employment with INTTRA for whatever reason:-

- (a) during your probation period, all traveling expenses incurred by INTTRA for arranging you to attend overseas training; and in addition,
- (b) after the probation period but prior to the expiration of 12 months from the date of the commencement of your employment, all fees and commissions paid by INTTRA in connection with your recruitment, if applicable,

provided that the aggregate of such repayments and/or reimbursements to INTTRA shall not exceed 1 month of your current salary at the time of termination.

Other Terms of Employment:

- (a) You are not authorized to negotiate or sign any contracts for or on behalf of the Company.
- (b) You agree that during your employment with INTTRA and for a period of 6 months following your termination, voluntary or involuntary (the Non-Compete Term), you shall not, directly or indirectly, without written consent of INTTRA management, either for yourself or for any other person or entity, participate in any business or enterprise that engages in any business that is competitive with INTTRA and which markets or distributes products or services, by means of the internet or electronic commerce (wherever located). For the purposes of this Agreement, the term "any business that is competitive with" is defined as a business that offers services competitive to INTTRA's core services which are a neutral set of common ocean shipping transactions such as: schedules, booking, shipping instructions/bills of lading, track and trace and event management. For the purposes of this Agreement, the term "participate" includes any direct or indirect interest in any enterprise, whether as an officer, director, employee, partner, member, stockholder, sole proprietor, agent, representative, independent contractor, consultant, franchiser, franchisee, creditor, owner or otherwise. You specifically recognize that your services to INTTRA are special, unique, and of extraordinary value, that INTTRA have a protectible interest in prohibiting you as provided hereunder in this paragraph. You have received adequate consideration and that INTTRA would not employ you without your agreeing to the restrictions contained in this paragraph.

During the Non-Compete Term, you shall not, directly or indirectly, without written consent of INTTRA management, (i) induce or attempt to induce any employee of INTTRA to leave their employ or in any way interfere with the relationship between INTTRA and any of their employees or actually hire any of their employees (whether as an employee, consultant, independent contractor or otherwise), (ii) induce or attempt to induce any supplier, licensee, licensor, franchisee, or other business relation of INTTRA to cease doing business with them or in any way interfere with the relationship between INTTRA and any customer or business relation or (iii) initiate or engage in any

discussions regarding an acquisition of, or your employment (whether as an employee, an independent contractor or otherwise) by, any businesses the acquisition of which INTTRA is actively pursuing prior to the termination of your employment with INTTRA.

- (c) You shall not accept from any client or customer of the Company any present or gratuity, monetary or otherwise, without the previous consent of the Company nor shall you in any manner ask for or solicit any such present or gratuity from such client or customer or any other person with whom the Company may have dealings.
- (d) You shall not solicit Company customers for a period of one year after you leave the Company.
- (e) By accepting our offer and signing this letter, you affirm that you have the full right and authority to perform any services required of you during your employment with the Company and that by doing so you are not breaching any contract or legal obligation you may have with any third party.
- (f) You agree to devote all of your working time and efforts to performing your job duties and promoting the best interest of the firm. You shall not, either during or outside of such normal working hours, directly or indirectly, engage in any activity inimical to such best interests of the firm. Any remunerated activity other than for the Company according to this offer letter is prohibited. Other outside activity shall not impair the fulfillment of your duties and is only possible after prior written acknowledgement of the Company. The Company reserves the right to revoke such permission at any time if the activity gives rise to a conflict with your duties.
- (g) This job offer is contingent upon a successful employment and education background reference check, the successful completion of verification of your identity and your execution of a confidentiality agreement, which will be presented to you along with this employment letter.
- (h) You are expected to familiarize yourself with the Handbook Rules and Procedures including amendments that may be from time to time incorporated.
- (i) Other than the terms outlined in this letter, you have no other agreements or understandings, written or oral, with the Company regarding compensation or your employment. Accordingly, this letter embodies our entire understanding and supersedes all prior understandings, whether oral or written relating to this offer. Also this agreement cannot be amended or modified except in writing, signed by you and the Company's management.

If either you or the Company waives a breach of any provision of this offer, it will not be considered as a waiver of any subsequent breach. No waiver of any of the provisions of this offer shall be valid or effective unless done in writing and signed by both parties to this agreement.

The invalidity or unenforceability of any provision hereof shall in no way effect the validity or enforceability of any other provision.



INTTRA Pte. Limited
80 Robinson Road #12-01
Singapore 068898

+65.6438.7938 Tel
+65.6536.7939 Fax

Governing Law:

The terms of this offer letter will be governed by and understood and enforced according to the laws of the Singapore.

Should you find the above terms and conditions acceptable, please sign and return the duplicate copy of this letter as confirmation of your acceptance of the above employment.

We are enthusiastic about the opportunity of having you join us.

Yours faithfully,
For & on behalf of
INTTRA Pte. Limited

A handwritten signature in black ink, appearing to read "Daphane Chang".
Daphane Chang
Controller/Director, Finance

I, Muthukamarasamy Renganathan, confirm acceptance of the position with the above terms and conditions.

A handwritten signature in black ink, appearing to read "M. Renganathan".
Signature

7-June-2008
Date

BSI Building Services International Pte. Ltd.

1003 Bukit Merah Central
#04-34 & 35 Technoprenuer Centre
Singapore 159836
Co. Reg. No.: 20122337N

17th October 2012

PRIVATE & CONFIDENTIAL

Mr. Muthukumarasamy Renganathan
Blk 614 #13-42
Senja Road
Singapore 670614

Dear Renga,

LETTER OF EMPLOYMENT

We are pleased to offer you employment with **BSI Building Services International Pte. Ltd.** (hereinafter referred to as the "Company"), a company incorporated in Singapore, on the following terms and conditions effective as of 1st November 2012.

1) POSITION

Database Administrator.

2) DURATION OF CONTRACT

Fixed Term Tenure

Commencement : **1st February 2012**

Contract Period : Ten (10) months (Refer to clause 3)

Expiry of Contract : **21st December 2012**

3) OPTION FOR EXTENSION OF CONTRACT

At the end of the contract both the parties will endeavour; notwithstanding the contract duration hereof, to consider the option to either convert to full time basis or enter into a continuous contract of employment subject to mutually acceptable employment terms and conditions.

This is a back to back agreement to comply with the assignment; early termination of the contract is subject to client decision.

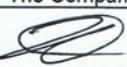
4) REMUNERATION

A base salary of **SGD7,000.00** per month will be paid.

You will be paid monthly in arrears (and proportionately for any lesser period) by the fifth working day of the following calendar month. Payment will be made by direct credit to your nominated bank account in Singapore.

Your performance will be reviewed on a regular basis, which may result in an increase in your salary. Any such increase is at the Company's absolute discretion, but any such increase shall not form a precedent for any future pay adjustment.

The Company may provide a discretionary, performance based bonus. Such bonus will not be available until the completion of one full year of service by you.

Initial	
Employee	The Company
	

The Company shall deduct from your salary and bonus all such sums as authorised under the laws of Singapore, whether for your share of Central Provident Fund Contributions, withholding tax or otherwise.

5) CENTRAL PROVIDENT FUND (CPF)

If you have Singapore Citizen or Singapore Permanent Resident status then you are required by law to make compulsory CPF contributions.

Non-residents working under an Employment Pass or an S Pass are not required by the authorities to make compulsory CPF contributions.

6) REPORTING RELATIONSHIPS

You will report, and be responsible, to the person specified below, or a nominated alternative ("Reporting Manager").

a) Project Development Manager - Raj Jagan Radhakrishnan.

You will be responsible for all duties customarily associated with your position as may be amended, from time to time and notified to you in writing. The Company reserves the right during your employment to add to, reduce or modify your duties and responsibilities and to determine the amount of work which will be given to you in accordance with its requirements.

7) INCOME TAX

Income tax is NOT deducted at source from your monthly salary. You shall be liable to pay all income tax applicable in Singapore or any other country you are obliged to pay tax or other duties / imposts in.

8) WORKING HOURS

The Company's working hours are **Monday to Thursday, from 9.00am to 6.30pm and Friday, from 9.00am to 6.00pm**. You are entitled to one hour of lunch break every day from **12.30pm to 1.30pm**.

You may be required to work beyond the normal working hours to discharge your duties at the sole discretion of the Company.

The Company reserves the right, at its sole discretion, to revise, amend or extend the working hours should the need arise.

9) TERMINATION AND NOTICE

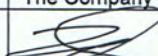
During the probationary period, either party may terminate the contract by giving **one (1) week's notice** or the equivalent of **one (1) week's salary** in lieu of notice.

Upon confirmation of your employment, either party may terminate the contract by giving **one (1) month's notice** or **one (1) month's salary** in lieu of notice.

The Company reserves the right to terminate your appointment at any time without notice should you be guilty of misdemeanour, misconduct, negligence, or any breach of the terms and conditions of this Contract.

10) ANNUAL LEAVE

You are entitled to **twelve (12) days** Paid Annual Leave per annum in addition to the Statutory Public Holidays. Your entitlement for Paid Annual Leave for subsequent years will be according to the Company's Policies as amended from time to time. Your leave entitlement will be increased by one (1) day on each anniversary of your commencement date, commencing after three (3) years of

Initial	
Employee	The Company
Mkm	

continuous service, up to a maximum of twenty (20) days per annum (an additional 8 days per annum in total).

Pro-rated annual leave before the completion of one year's service is at the sole discretion of the Company.

During the probation period, you are not entitled to any leave.

You will be allowed to carry forward any unutilised annual leave from the current calendar year to the next calendar year only.

Unpaid leave shall be granted at the sole discretion of the Company.

The Company reserves the right to terminate your employment without notice if you are absent from work on unpaid leave without prior approval from the Company.

All leave applications must be made in writing and at least **seven (7) days** in advance and shall be approved at the absolute discretion of the Company.

11) MEDICAL LEAVE AND BENEFIT

You must notify the Company and/or your immediate supervisor as soon as practicable if you are unable to work for medical reasons. Such notice shall be given within the **first (1) hours** of the working day.

You are required to produce, without demand, a medical certificate in all cases where you are absent from work for medical reasons.

You are entitled to **fourteen (14) days** of Paid Sick Leave per calendar year, after successful completion of your probation period.

If you are hospitalised on a doctor's written order, you may get up to **forty-six (46) additional days** of paid sick leave per calendar year.

As part of our Employment Benefit Scheme you will be provided with purely Medical Outpatient treatment by registered Medical General Practitioner subject to a maximum of **SGD75.00** per month.

12) GROUP INSURANCE

The Company shall provide all statutory insurance coverage.

13) CHANGE OF WORKPLACE/LOCATION

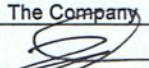
The company reserves the right, at its sole discretion, to transfer you to work in the sites/client offices in which the Company operates. In the event of such transfer, you will be given notice of any such intended change.

14) CONFIDENTIALITY

You shall not disclose to any third party any confidential information obtained during the course of your employment unless expressly authorised to do so by the Company.

Confidential information for the purposes of this contract includes, and is not limited, to trade secrets, business plans, strategies, financial information and any other information that will affect the Company's competitive position.

Your obligations to maintain confidentiality and secrecy shall apply after your employment until such time that the information is no longer confidential or has been made public by the Company.

Initial	
Employee	The Company
	

You shall not, without prior written consent of the Company, destroy, make copies, duplicate or reproduce in any form the Company's confidential information.

No outside paid employment is allowed unless you have written approval from your manager within your employment with the Company.

15) GOVERNING LAW

This Letter of Employment shall be governed by and construed in accordance with the laws of Singapore.

16) POLICIES AND PROCEDURES

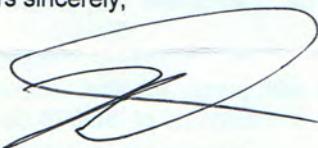
The balance of your terms and conditions of employment will be those set out in BSI's policies and procedures (as amended from time to time). You must continually familiarise yourself with and abide by all BSI's policies and procedures. Upon your request, BSI is able to make this information available to you. By accepting this offer of employment you agree to comply with these policies and procedures.

All the terms and conditions stated above are subject to review by the Company from time to time. The Company reserves the right to alter any of the above terms and conditions as and when it deems fit to fulfil the Company's objectives.

If the above offer is acceptable to you, please sign and return the duplicate copy of this letter within **seven (7) days** in confirmation of your understanding and acceptance of the foregoing terms and conditions of your appointment.

Should you decide not to commence employment after accepting the offer, you shall be liable to pay to the Company two week's salary.

Yours sincerely,



Rodney Herbert
Operations Manager

EMPLOYEE ACKNOWLEDGEMENT

I, **Muthukumarasamy Renganathan** hereby signify my understanding and acceptance of the terms and conditions of this Contract.

Signature: M.Renganathan

Name: Muthukumarasamy Renganathan

NRIC/Passport No.: S2710955A

Date: 12-Dec-2012

Initial	
Employee	The Company
	

Ref.Path\AG\APP\130603

25th June 2013

To
Renganathan Muthukumarasamy
Block 614
Senja Road
Singapore - 670614

Dear Mr. Renganathan,

Subject: Offer Letter
Name : Mr. Renganathan Muthukumarasamy
IC No: S2710955A

Appointment for the post of Sr. Oracle Database Administrator

This has reference to the discussion you had with us in connection with placement to the above post at Singapore. We are pleased to appoint you as Sr. Oracle Database Administrator for our Singapore office.

The appointment is subject to the following terms and conditions.

1. You would be expected to join the organization latest by 26th June 2013.
2. You will be paid a monthly salary of the following:

Basic Salary: S\$5,200/- Per Month-(Five Thousand Two Hundred Singapore Dollars only)

3. The Employer CPF contribution is paid by the company (Path Infotech Pte Ltd)
4. The employment with Path Infotech Pte. Ltd. would be for a period from 26th June 2013 to 31st July 2013. And further tenure will be extended based on your performance and project requirements.
5. During the services with the company, you will discharge your duties honestly and faithfully and will not act or omission, which might cause harm to the interest of the client and Path Infotech Pte Ltd.
6. You are required to acknowledge and agree that the ownership and all intellectual property rights over any software developed by you (including but not limited to its source code, listings, and printouts) shall belong to and vest absolutely with the CLIENT.
7. You are required to acknowledge and agree that all information concerning business is "Confidential and Proprietary Information" and you will not permit the duplication or disclosure of any such Confidential and Proprietary Information to any person.
8. You are required to give commitment up to the contract period stated in offer letter.
9. You will not be allowed to seek direct employment with our client or its customers.

10. Please note that salary matters are to be kept strictly confidential and not be discussed with others.
11. In case your performance is not up to the expectations during services, you will be terminated with immediate effect.
12. You would be deputed to our client Schroder Pte Ltd-Singapore and working days will be Monday to Friday. You will be required by the customer to work on rotation shift timings. The proposed shift timings will be 07:30am to 4:30pm and 10:00am to 07:00pm inclusive of lunch break. The rota schedules will be defined by the customer. Also, you would be required to provide week-end and after office hours support if required by the client.
13. Your will be required to perform duties at the client location on Singapore Public holidays and you will be entitled for salary compensation of no. of. days worked during the month.
14. **Leave:-**
Casual Leave: You shall be eligible to take 1 day Casual leave for the period of contract. You shall seek the prior approval of the client and Path Infotech before proceeding to take any leave.
15. You shall be required to sign the Official Secrets Act wherever desired by the client and will be governed by the Security policies and Procedures of the client.
16. In other matters you will be governed by the personnel policy of the Path Infotech Pte Ltd, Singapore.

You are requested to sign the duplicate of this letter in token of your having accepted the terms and conditions of the appointment.

With Best Wishes
For Path Infotech Pte. Ltd.

Ramsai Sistla
Regional Manager-APAC



Signed in Acceptance: *M.Kruegernathan* Date: 26-Jan-2013 IC No: S2710955A

PRIVATE & CONFIDENTIAL

24 April 2013

C E R T I F I C A T I O N

This is to certify that Mr Muthukumarasamy Renganathan, (NRIC No. S2710955A) was employed by Media Data Systems Pte Ltd as Lead Database Administrator from 17 October 2005 to 11 March 2008.

His monthly basic salary was S\$6,250.00.

Should you need any clarification, please do not hesitate to contact the undersigned.

Yours faithfully,
For and on behalf of
Media Data Systems Pte Ltd


JULIE WONG

Human Resources & Administration Manager

Media Data Systems Pte Ltd.

Registration No. 199001601W

1 Sims Lane #08-01 Singapore 387355

Tel: (65) 6547 2688 • Fax: (65) 6547 2220 • www.globalsources.com

www.globalsources.com Nasdaq: GSOL

IR Global Rankings: Best Corporate Governance 2008-2010, Best IR Website 2006-2010, Best Disclosure Procedure 2006-2008 • The Asset's Corporate Award Titanium Status for Corporate Governance and Investor Relations 2009 • Forbes Asia Best Under a Billion: 200 Companies for 2007 • BtoB Magazine: Top 50 most powerful B2B media 2006 • Forbes.com Best of the Web 2004 & 2003 • Forbes Best Under A Billion: 200 Companies for 2002 • Forbes 200 Best Small Companies 2001 • Revolution Magazine: Best B2B Site 2001 • Internet World Asia Industry: Best B2B Internet Site 2001

7 May 2013

To whom it may concern

RE: CERTIFICATION OF EMPLOYMENT

Dear Sir/Madam,

This letter serves to certify that **Mr Muthukumarasamy Renganathan (NRIC: S2710955A)** was under the employment of **Singapore Management University** from 11 March 2008 to 13 August 2008. He was employed as System and Database Administrator in the Centre for Teaching Excellence (previously known as Centre for Teaching and Learning) and drew a monthly salary of S\$5,800.00.

Should you require any clarifications, please do not hesitate to call me at 6828 0393.

Thank you.



ZEN CHUA JUN XIAN
Executive, HR Data Management
Human Resources and Faculty Administration
Singapore Management University



INTTRA Pte. Limited
1 Changi Business Park Central 1
#02-113, One@Changi City
Singapore 486036
+65.6438.7938 Tel
+65.6536.7939 Fax

23 April 2013

TO WHOM IT MAY CONCERN

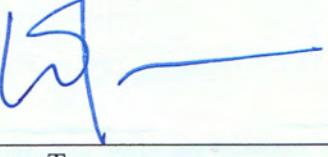
Dear Sir/Madam,

CERTIFICATION LETTER

This is to certify that Mr Muthukuramasamy Reganathan, NRIC No.S2710955A was employed by INTTRA Pte Ltd as Sr. Development DBA from 18 August 2008 to 10 January 2012. His last basic and gross salary per month was S\$6,947.00.

Thank you.

Yours faithfully,
For & on behalf of
INTTRA Pte. Limited


Karen Tan
Administrator

Dated: 02nd September 2013
Ref No: Path/AG/APP/REF130901

TO WHOM IT MAY CONCERN

This is to certify that Mr. Muthukumarasamy Renganathan (IC No: S2710955A) has been working in our organization from 26th June 2013 and he has been deputed to our client Schroders Singapore as Senior Oracle Database Administrator from the above mentioned period .

The following are his salary details:-

Basic Salary:- SGD 5,200/-Per month (Five Thousand Two Hundred Singapore Dollars only)

For further clarification you may contact the undersigned.

Yours truly,



Sistla Ramasai –Regional Manager
(Authorised Signatory)

Path Infotech Pte Ltd