

Logitek Software

#69, North Usman Road, T. Nagar, Chennai - 17 Phone: 044 - 42122582
www.logiteksoft.com

May 02, 2008

Mr. R. Karthik

Dear Mr. R. Karthik,

It is our pleasure to appoint you as a Software Engineer in our Data Analysis Group at Logitek Software India Pvt. Ltd. You will be on probation for a period of six months from the date of joining which could be extended depending on your performance.

Your monthly salary computed as CTC would be Rs. 15,000. In addition every quarter you will be eligible for individual performance incentive scheme, which are awarded based on your performance, the amount of which is established at management's discretion. Our Human Resources Manager would issue a detail break down of your salary structure to you along with company policies.

- ♦ All statutory deductions according to current employment law will be deducted from your salary such as Provident Fund Scheme, ESI, and Professional Tax will be deducted from your CTC above every month. Any applicable employer taxes will also be deducted from your CTC salary every month.
- ♦ The company will endeavor to compute Income Tax on salary and deduct tax at source. However, please note that the responsibility to pay tax is yours and ensure that you get proper advice to make sure that your taxes are paid as required.
- ♦ Please note that all incentive payments and bonuses awarded will also be added for computation of applicable taxes.

You will be required to abide by the terms of appointment, company policies, rules, and regulations.

The details of the terms of employment are as follows:

1. Your job involves working in shifts on a regular basis. The general shift of the company is from 9:30AM to 6:30PM, with a half hour lunch break. The night shift is from 9:30PM to 6:30AM. During this time, you shall devote your full time and attention to the duties assigned by the company, and shall not engage yourself directly or indirectly for any other person, firm or company in any capacity during your employment with us.
2. You shall not indulge in any activities, which are detrimental to the interests of the company during and after business hours.
3. Your services are liable to be transferred at any time to any other branch or department of the company or to any of our group or subsidiary companies as necessary.

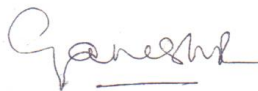
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4. Upon satisfactory completion of your probationary period your appointment will be confirmed in writing. Mere expiry of the period of probation will not entitle you for confirmation automatically.
5. You shall not directly or indirectly disclose, divulge or make public while you are employed by us or thereafter any of our technical or other important information which might come to your knowledge during your employment with us.
6. You shall communicate to the company any change in your address as well as personal status. All communications sent to you in the normal course to the address given by you shall be deemed to have been received by you.
7. You will have to submit your service certificate from your last employer at the time of joining.
8. Upon termination of your appointment you will return to the company all assets of the company that are in your possession, including correspondence.
9. You will be eligible for leave in accordance with the company's policies.
10. Your services are liable to be terminated by giving 30 days notice or salary in lieu of notice. If you wish to leave the service of the company you should give 30 days notice or salary in lieu thereof.
11. The age of retirement is 58 years.

Welcome aboard! We sincerely look forward to growing the company with your contributions. Please sign and return a duplicate copy of this letter confirming your acceptance of the terms and conditions embodied herein.



Ganesh Rajappan
Director
Logitek Software India Private Limited
#69, North Usman Road,
T. Nagar
Chennai - 17.