

February 25, 2016

Shahu Tarale
Trainee Test Engineer
#321/1-92, 6th Cross Venkatapura New Extension
Kormangla 1st Block, Bangalore

Re: Renewal of the Independent Consultancy Services Agreement

Dear Ms. /Mr. Shahu,

This is with regard to the Independent Consultancy Services Agreement ("Agreement") dated **August 28, 2014** executed between Pole to Win India Private Limited and you.

As you are aware, the initial term of the Agreement expires on **February 24, 2016**.

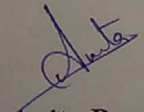
Based on our discussions and as mutually agreed to between the parties, the Agreement shall be renewed for a further period of **Three Months** effective from **February 25, 2016** and expiring on **May 25, 2016** ("Renewal Term"). The Renewal Term shall be in accordance with the same terms and conditions of the Agreement which has been duly executed between the parties.

Service Fees : Total amount of Rs. **20833** /- (**Rupees Twenty Thousand Eight Hundred Thirty Three Only**) per month

Please sign a copy of this letter as an acknowledgement of your acceptance of the terms and conditions of renewal.

Yours sincerely,
For Pole to Win India Pvt. Ltd

Read and Accepted



Anita Praven
Senior Manager & Head
Human Resources

May 26,2016

Shahu Tarale
Trainee Test Engineer
#321/1-92,6th cross venkatapura new extension
kormangla 1st block Bangalore-560034

Re: Renewal of the Independent Consultancy Services Agreement

Dear Ms. /Mr. Shahu,

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As you are aware, the initial term of the Agreement expires on **May 25, 2016**.

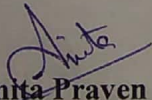
Based on our discussions and as mutually agreed to between the parties, the Agreement shall be renewed for a further period of **Three Months** effective from **May 26,2016** and expiring on **August 24, 2016** ("Renewal Term"). The Renewal Term shall be in accordance with the same terms and conditions of the Agreement which has been duly executed between the parties.

Service Fees : Total amount of Rs. 22917 /- (**Rupees Twenty Two Thousand Nine Hundred Seventeen Only**) per month

Please sign a copy of this letter as an acknowledgement of your acceptance of the terms and conditions of renewal.

Yours sincerely,
For **Pole to Win India Pvt. Ltd**

Read and Accepted



Anita Praven
Senior Manager & Head
Human Resources

Private and Confidential

Date: February 29, 2016

Name : Shahu Tarale
Emp No: C739

Sub : Salary Revision

Dear Shahu

Congratulations!!

It has been a challenging and exciting year for **Pole To Win India Pvt Ltd.** We have redefined ourselves and emerged stronger than ever. We could not have made it happen without your active participation. Thank you for your contributions!

In recognition of your performance, we are pleased to revise your CTC to **275000** (Two Lakhs Seventy Five Thousand Only) per annum.

The other company benefits continue to remain the same. The revision is effective from **January 1, 2016**. For more details on your Compensation Structure, please refer to Annexure I.

We request you to maintain confidentiality and discretion in sharing the details of this revision.

We would like to commend you on your achievement and look forward to your continued support and involvement as we seek to take our business to the next level of growth with excellence.

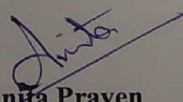
Please sign a copy of this letter to accept the terms of this letter.

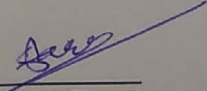
This letter shall at all times be read in conjunction with your employment agreement.

Good luck.

Sincerely,
for **Pole To Win India Pvt Ltd**

Read and Accepted


Anita Praven
Senior Manager & Head
Human Resources


Shahu Tarale