

EMPLOYMENT CONTRACT

To

April 19, 2012

Mr. Mahesh Gupta
4/2861, S.No. 1B, Bihari Colony,
Shahdara, Delhi.

Dear Mahesh,

We, Kronos Solutions India Private Limited ("**the Company**"), a second tier subsidiary of Kronos Incorporated, United States of America, are pleased to offer you employment with effect from **April 19, 2012** on the terms and conditions enumerated below. Please read them carefully and ensure that you understand them. If you have any clarifications regarding this offer letter, please contact **Vivek Chitravanshi, Sr. Manager - HR**.

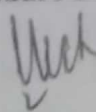
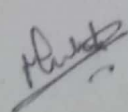
1. Commencement

Unless agreed otherwise, your employment will commence on **April 19, 2012**.

2. Position and Compensation

2.1 You will be employed in the position of **SSE, Performance Engineering ("the Position")** and report to **Vineet Mittal – Director, Engineering** of Kronos Solutions India Private Limited or his successor as the case may be. The roles and responsibilities of your job title are annexed as **Annexure A** to this appointment letter. However, in addition to your usual duties you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. The Company may from time to time change your duties in consultation with you.

2.2 As a **SSE, Performance Engineering**, you would be entitled to receive a compensation package and allowances in accordance with the Company's policies/guidelines as set out in **Annexure B**.

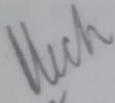



Acknowledgement

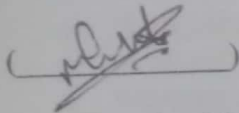
If the terms and conditions of this offer letter along with its attachments and the Agreement are acceptable to you, please confirm your acceptance by signing and returning this letter to the Company before EOD.

We look forward to your acceptance of this offer.

Yours sincerely,



For Kronos Solutions India Private Limited



I confirm that I have read, understood and accept the terms of this letter of offer and its attachments including the Agreement.

(Mahesh Gupta)

Dated: