

Date: January 2nd, 2020

PTWI India Private Limited

Sub: Your Resignation Acceptance

Bangalore Studio

AMR Tech Park 3,
Sy. No. 23 & 24, Third Floor, Tower B
Hongasandra Village
Bommanahalli, Hosur Road
Bengaluru-560068 INDIA

Name: - Basil Shibu
Emp ID: - C1651

🌐 www.ptw.com
✉ info@ptw.com
🐦 @ptw

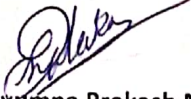
With reference to your resignation dated **October 1st, 2019** and further to discussions with your manager we hereby confirm to acceptance the same.

You are relieved from the services of the Company at the closure of business hours on **January 2nd, 2020**

You have been an integral part of Pole To Win, and we thank you for your contributions towards the growth of the organisation.

We wish you the best for all your future endeavours.

For Pole To Win India Private Limited


Pradyumna Prakash Malakar
Manager - Human Resources

**EXHIBIT - A TO
INDEPENDENT CONSULTANCY SERVICES AGREEMENT
WORK ORDER**

This Work Order is governed by the terms of an Independent Consultancy Services Agreement dated **July 20, 2018** between Company and Consultant. In the event that any item in this Work Order is inconsistent with that Agreement, the terms of this Work Order shall govern, but only with respect to terms expressly set forth in this Work Order.

Description of work: monitoring and testing services

Start Date : **July 20, 2018**

End Date : **October 18, 2018**

Benefits: The Consultant shall be entitled to one (1) day of leave per month for which consultancy fees will be paid to the Consultant. Any leave over and above the said one (1) day in a month will result in deduction of proportionate consultancy fees for each such additional day of leave. The Consultant shall be allowed to carry forward a maximum of three (3) leaves per quarter into the next quarter, which has to be availed within the next quarter. It is clarified that the first quarter will start on the Effective Date. The Consultant shall not be entitled to encash any un-availed leave, whether during or after expiry or earlier termination of the Agreement.

Working Hours: As per the Project requirements, schedules and milestones communicated to the Consultant at the time of entering into the Agreement

Consultancy Fees : Total amount of **Rs. 19167/- (Rupees Nineteen Thousand One Hundred and Sixty Seven Only)** per month

- The Consultancy Fee herein is inclusive of all taxes
- The Company will deduct income tax and other taxes in accordance with the laws for the time being in force.
- The Company may require the Consultant to work in night shifts and under such other terms and conditions which it may deem fit and notify to the Consultant from time to time. Considering this, the Company may, but it is not obligated to, make adjustments in the consultancy fees, which it may communicate to the Consultant from time to time.
- In the event that the Consultant requires certain additional time in achieving the Project milestones, due to no fault (non-performance) of the Consultant, PTW shall compensate the Consultant with such additional consultancy fees as may be determined at its sole discretion during such point in time.

Pole To Win India Pvt. Ltd.

**Anita Praven
Senior Manager & Head
Human Resources**

Consultant

Name:

Date: -