

12/20/2011

Asim Kadav

3009, University Avenue, Apt 207,  
Madison, Wisconsin-53706

Re: offer of employment

Dear Asim,

We are pleased to offer you a position as Researcher with a starting date of 1/9/2012. The following terms will apply to your employment with Collabera.

- Position: Researcher
  - Compensation: 30 USD Per Hour. You will be paid on a bi-weekly basis (26 paychecks per year).
  - Anticipated end date 02/03/2012
  - Signed timesheets must be submitted every week. Timesheet related instructions, user name and password will be provided. Please update your contact information via the contact tab on the web based timesheet system.
  - **Health benefits (medical, dental & vision). I, Asim Kadav, understand and acknowledge that Collabera has offered me health benefits. However, I have elected to waive these benefits on my own volition.**
  - The cost of your health benefits is effective your start date. Additional information regarding the health plans and participation cost will be provided to you when you begin your employment with Collabera.
  - If you decide to enroll in the health benefits plan(s), your application for benefits must be faxed to 718 370 0379 within 30 days of your start date. If your enrollment is not received within 30 days of start date, your application will be considered a "Late Enrollment" and will be declined. Your next and only opportunity for enrollment will be during Open Enrollment held annually between mid-December and first week of January of the following calendar year and your health benefits become, effective January 1 of the year following your election.
  - **Vacation/Holidays (Earn 5 day's vacation per year and 8 Paid Holidays per Collabera holiday schedule). I, Asim Kadav, understand and acknowledge that Collabera has offered me vacation/holidays. However, I have elected to waive these benefits on my own volition in exchange for the higher wage rate of 30 USD Per Hour provided on this offer letter.**
  - Up to \$500.00 of web-based and in-person technical training per year.
  - **Please note that your Collabera contact will provide you your exact start date along with the reporting details once the background check agency gives us a final go-ahead on the completion of background checks and also once we get a clearance from the client. Please do not report to work without this clearance/reporting details email from your Collabera contact.**
  - You will be eligible to join pre-tax Flexible Spending Account for reimbursements.
  - You will be eligible to join Affinity Federal Credit Union.
  - You will be eligible to Direct deposit your payroll.
  - You will be eligible to participate in 401K plan effective your start date.
  - **In order to work beyond 40 hours in one week, you must obtain prior approval from Collabera. Any approved OT hours will be paid at 45.00/hr.**
  - All travel must be pre-approved by Collabera. Reimbursement for travel expenses will be paid by Collabera to you for any of your client travel related expenses only if the following conditions are met:
    - a. travel related expenses are specifically budgeted for in the purchase order governing your project assignment,
    - b. the requisite client management approval has been obtained by you and
    - c. the client has first paid Collabera for approved expenses. It is your responsibility to verify the travel requirements and expense limits as defined by the po travel budget prior to accepting employment and prior to engaging in any travel.
- Lastly, all reimbursement and expense policy and procedures must be followed for appropriate reimbursement.

The terms and conditions of your employment with Collabera as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any Collabera manager, salesperson, recruiter or any other Collabera employee or representative.

Please initial

A.K.



By signing this offer of employment letter you represent that you understand and agree to accept to the terms and conditions as stated in this offer letter. Collabera does not intend to nor is obligated to offer you any other remuneration or benefit not stated herein. Also, by your signing of this offer of employment letter you agree to settle any and all disputes arising in connection with your employment with Collabera through Arbitration.

By signing below you represent that you understand agree and accept that your employment is "at will" meaning that your employment may be terminated at any time with or without cause and with or without notice. You represent that you understand and agree that no manager, supervisor or representative of the Company has authority to enter into any agreement, express or implied, for employment for any specific period of time, or to make any agreement for employment other than at-will.

This offer is contingent upon your acceptance of this offer and upon you signing this 1. Offer Letter, 2. the Consulting Project Acceptance Agreement, 3. Handbook Acknowledgement (last page of the handbook) and 4. client agreements regarding confidentiality, security and intellectual property - all as acceptance of our offer of employment.

This offer of employment is also contingent upon you successfully passing our security background clearance, including the pre-employment drug screening if required by client. We will require a copy of your drivers' license and social security card to complete the security background clearance process.

Further, your start date on this project, and therefore, this offer of employment, are both contingent upon final approval by the client. In the event the client either does not or can not provide or obtain final approval for the project itself or your start on the project, this offer shall be immediately withdrawn with no further obligation or liability on the part of Collabera, Inc.

Also, per federal regulations and for payroll processing, you are to submit appropriate tax forms (Employee's Withholding Allowance Certificate Form W-4 and associated State Tax forms) and documentation from the List of Acceptable Documents provided with the copies of the documents specified below, along with your completed Employment Eligibility Verification (Form I-9). Please provide either one document from List A or one from List B plus one from List C at the earliest but not later than 3 days prior to your project start date.

Please call me at 973-559-9945 should you require any further assistance with regards to this offer of employment.

Sincerely,

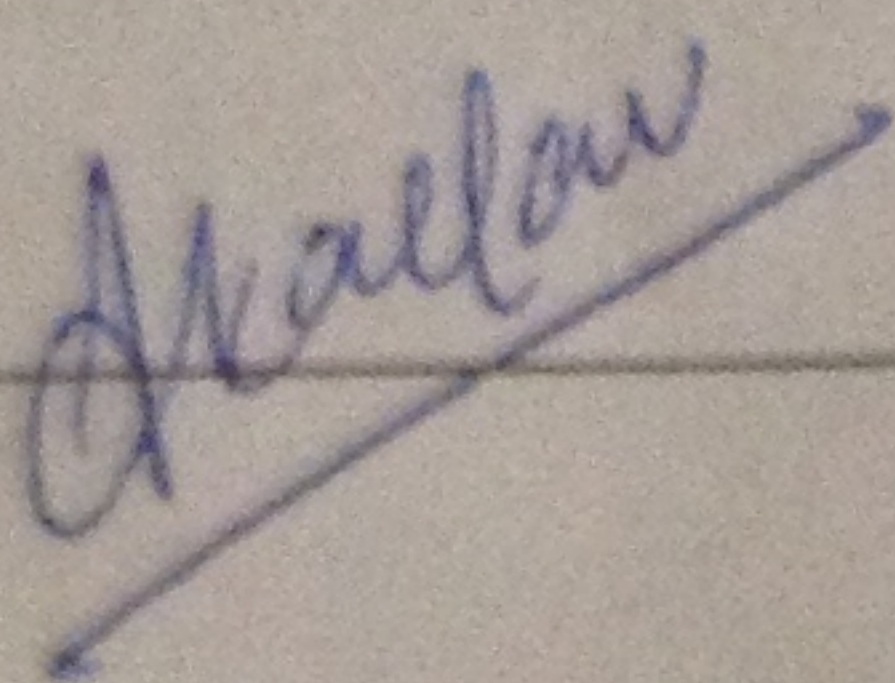
Ganesh Sawant  
Administrator, Human Resources

### Acceptance of Offer from Collabera

I, Asim Kadav, understand and acknowledge that Collabera has offered to me Health benefits (medical, dental & vision)/vacation/holiday, however, I have elected to waive these medical/vacation and holiday benefits on my own volition in exchange for the higher wage rate of 30 USD Per Hour provided on this offer letter.

I, Asim Kadav, accept the above offer made by Collabera Inc. and have read and agree to the accompanying acknowledgements and agreements:

Signature



Date

12/20/2011