

IT/20190708

8 July 2019

PRIVATE AND CONFIDENTIAL

Dear Mr.Bhupat Bheda,

We are pleased to offer you employment with Lunch Actually (Thailand) Co., Ltd. on the following terms and conditions:-

- (a) **Position Title/Level**
IT Support (Freelancer)

You will be reporting to Branimir Vilupek, Software Quality Assurance Specialist, but this may be subject to change over your course of employment with us.

- (b) **Base Salary**
Your base remuneration rate 12USD per hour. Default monthly if no overtime 194USD

- (c) **Working Hours**
4 hours per week, can negotiate for more if needed.

- (d) **Notice for Termination**
The Company shall be entitled to terminate your freelance contract with immediate effect with or without cause in the following instances:
- (i) any misrepresentation in the documents submitted; or
 - (ii) breach of any material term of employment; or
 - (iii) dishonesty or misconduct; or
 - (iv) neglect or refusal to attend to duties assigned; or
 - (v) failure to observe the Company's rules and regulations; or
 - (vi) where you become a bankrupt or are charged with any criminal offence.

- (e) **Confidentially**
During your freelance contract, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of freelance basis, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your freelance basis, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

- (f) **Governing Law**
Parties to this agreement shall agree to submit to the jurisdiction of the Courts of Thailand for any disputes arising from this agreement.

By accepting this freelance arrangement, you agree that throughout your service, you will observe all policies and practices governing the conduct of our business and associates. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.



Lunch Actually (Thailand) Co., Ltd.
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Bangkok 10330 Thailand
Tel: 02-652-0044
www.lunchactually.com

Please sign and return the duplicate of this letter to signify your acceptance of this offer and indicate the date on which you will be able to join the Company. We look forward to engaging your services with Lunch Actually.

Yours faithfully

Nitinan Assavathorn
Director in Thailand

I hereby accept the offer of employment on the terms set out above. My date of commencement of employment with Lunch Actually (Thailand) Co., Ltd. is July/08/2019 .

Signature: Bhupat Bheda

Date: July/08/2019