

Westport™



Westport Cue Energy System Inc.

101 - 1750 West 75th Avenue,
Vancouver, British Columbia - V6P 6G2
Telephone No: +1 (518) 930-9479
Canada.

05th July, 2017.

JOB ID: PSC/JQ/WCESI 01145-17

Dear Mr. Ranjithkumar Mogaveera,

CONTRACT AGREEMENT LETTER

It was a pleasure reviewing your Curriculum Vitae and we look forward to you becoming a part of this Westport Cue Energy System Incorporation, Canada.

The main purpose of this Agreement letter is to set forth the basic terms and conditions, for 3 years contract of your employment with this Company. It is important that you understand clearly what your benefits are and also what is expected of you at the Company.

Your commencing date with the Westport Cue Energy System Incorporation will be stipulated on the intent Appointment letter if you are successfully appointed. Your contract with us will last for 3 years and after which we will consider an extension if you are able to achieve the set goals of this organization.

POSITION:

Your title shall be Operations Staff and your expected start date is yet to be determined. You will report directly to Westport Cue Energy System Incorporation, Vancouver, British Columbia, Canada and your commencing date will be stipulated on the intent Appointment Letter that is if you are successfully appointed.

This Contract Agreement Letter had been made between Westport Cue Energy System Incorporation and the Labor Marketing department under the Laws of Canada. (Herein the Company accepts your resumption and also with this letter, you shall abide with the working ethnics of this organization by signing it.

SALARY:

Your basic salary is the sum of Twenty Two Thousand Seven Hundred and Ten Canadian Dollars [\$22,710.00 CAD] per month after tax.

MODE OF PAYMENT:

This company will transfer your salary into any provided India bank account or offshore account or if you are satisfied with us to open a new Canadian bank account for you that will be your decision to make.

Generally, your salary will be reviewed monthly, but the company reserves the right to change your compensation from time to time on reasonable notice.

ALLOWANCES/ ENTITLEMENTS:

Hazard/Inconvenience: \$720.00 CAD (Monthly)

Car Maintenance: by Company (Monthly)

House & Furnishings: By Company (Yearly)

Leave Allowance \$9,060.00 CAD (Yearly)

Entertainment & Recreation: \$650.00 CAD (Monthly)

Travel & Event: \$1,400.00 CAD (Monthly)

DUTIES:

Your duties generally will be in the areas of your application or specialization. You will be required to use your specialized expertise, independent judgment and discretion to perform in this area with a high degree of skill, executing the Company's objectives as defined by management.

You will be required to follow the policies and procedures in the Company, although these policies may be amended, supplemented or revoked from time to time on reasonable notice as well.

HOURS OF WORK:

As an exempt salaried employee, you are generally expected to observe our regular business hours, which are currently 09:10 AM - 14:30 PM.

Monday - Friday

Saturday might be included for only emergency work.

TRADE SECRET AND CONFIDENTIAL INFORMATION:

During the term of this Agreement, you will have access to "Confidential Information", which includes, but is not limited to;

- (A) Financial and other sensitive information that the Company receives from its customers;
- (B) Confidential business, trade secret and financial information provided you by the Company;
- (C) Personnel information (including without limitation employee compensation); and
- (D) Other confidential business information Non-disclosure of Confidential Information.

You understand and agree that information concerning the Company's business and the business of its customer's is a valuable, special and unique asset and must be held in the strictest confidence, except as required by the management or laws.

FEEDING & ACCOMMODATION:

Newly recruited staff of Westport Cue Energy System Inc, (You) will reside at the company's Staff estate.

There are Double Bed- Rooms and Flat options to choose from and also when your family members visits they can stay with you that if you wish and if not they will also be provided with our special Guests apartments.

You shall eat at the staff canteen free of cost as there are dietary options for vegetarians and non-vegetarians. And also you can use the attached kitchen in your Double Bed – Rooms to cook your desired meals.

MEDICAL EXPENSES:

We will provide you with comprehensive Health Care and Medical checkup. During the one Month training program the Employee will undergo series of Medical test such as HIV Test, Malaria test, Yellow Fever and Tuberculosis.

OFFICE ASSETS TO BE PROVIDED BY EMPLOYER:

Computer resources: Laptop Computer, 1.6 GHz Processor, 256 MB RAM, 24XCD-RW, 30GB Hard Drive, Floppy Drive, Integrated Network Adapter, Internal 56K Modem, Spare Battery and Necessary Software.

Full time Internet access is also made available.

Employer will provide each employee with one (1) land-line and one (1) mobile Telephone. This shall have a reasonable credit limit.

VISA PROCUREMENT:

Westport Cue Energy System Incorporation will send all the essential documents and appoint Canada Immigration attaché to assist you in getting your entry clearance from the Canadian Council in your country.

You shall bear the cost of securing your entry clearance and (VISA) processing fees [\$750.00 CAD].

The company will bears your Flight ticket and your working VISA will only be issued only after the submitting of the receipt as evidence of payment.

Purpose of collection and use of Personal Information:

Process requests for temporary resident VISA, Permit and Travel document applications;

Respond to requests regarding Application status;

Track applications; and Respond to Applicant inquiries (Collectively, "Services")

TERMS OF EMPLOYMENT:

We hope that our association will continue for a substantial period of time, but we recognize that the future is inherently uncertain and that assurances of permanent or continuing Employment are not feasible.

In accordance with our standard policy, your employment will be "at will". In other words, either you or Westport Cue Energy System Inc can terminate it at any time for any reason, with or without cause, by giving One week' notice to the other party.

However, the Company is not required to give you notice of termination if you are terminated for cause. This term of employment is not subject to change or modification of any kind except if in writing and signed by you.

The Company and nothing herein shall be construed as a modification of your at-will employment relationship with the Company.

LEGAL AUTHORIZATION TO WORK:

Your employment with Westport Cue Energy System Incorporation is contingent on presenting and maintaining legal authorization to work in Canada.

DISPUTE RESOLUTION:

You and the Company ("the Parties") agree that any dispute or claim, whether based on contract or tort or otherwise, relating to or arising out of the employment relationship between them, Including the termination of that relationship, shall be resolved under the following procedures:

- A. The party claiming to be aggrieved shall furnish to the other party a written statement of the grievance identifying any witnesses or documents that support the grievance and the relief requested or proposed.
- B. If the other party does not agree to furnish the relief requested or proposed, or otherwise does not satisfy the demand of the party claiming to be aggrieved, the parties shall submit the dispute to non-binding mediation before a mediator to be jointly selected by the parties. The Company will pay the cost of the mediation.
- C. If the mediation does not produce a resolution of the dispute, the parties agree that the dispute shall be resolved by final and binding arbitration. The arbitrator shall have the authority to grant any relief authorized by law. Provided, however, that nothing herein shall limit the right of the Company to obtain injunctive relief for violation of the Company's trade secret and confidentiality agreement.
- D. Arbitration shall be the exclusive final remedy for any dispute between the parties. At the conclusion of the arbitration, the arbitrator shall submit to the parties written findings of fact and conclusions of law which form the basis of the arbitrator's findings and/or award.

GOVERNING LAW:

This Contract Letter shall be governed by and construed in accordance with the law of Canada and it must be abided by.

Please confirm your acceptance of the above **TERMS** and **CONDITIONS**.

I have read the terms and conditions of this **Letter of Agreement** and confirm my acceptance of the same.

(Signature.....)

Date.....)

Yours Faithfully,



Mr. James Thomas Townsend.
Human Recruitment Manager
Westport Cue Energy System Incorporation