

05.11.2004

Michał Siemaszko
ul. Żulawskiego 8a/9
31-145 Kraków
Poland

Dear Michał

Following your meetings with MrTed, I am very glad to offer you to join MrTed as Development Engineer

This letter outlines the conditions of our offer.

1. Role

As a Software Engineer you will be reporting to the Technology Centre Manager. We specifically expect you to be a major contributor to MrTed in the following areas:

Developing and maintaining MrTed Talentlink System

Obviously, given the fast development of the company, your role and responsibilities will be permanently evolving to encompass part, all or more of the above.

2. Objectives

As a Software Engineer you will be required to:

- Develop application code according to MrTed specification.
- Test and maintain existing application code
- Closely cooperate with MrTed international Engineering team
- Cooperate with MrTed Support team

3. Compensation and contractual arrangements

Your proposed compensation is **Polish Zloty 5000,00** gross per month.

No other bonus or benefits is to be included in this package, notwithstanding the fact that the company will fulfil all necessary requirements, which are mandatory under the Polish labour law.

You will be employed by Polish company – Accord Group Polska Sp. z o.o. which is representing MrTed business in Poland

The condition of your employment will be governed by Polish Labour Code and translated into a standard employment contract with a Polish legal entity. In addition the contract will state:

- Paid holiday entitlement according to Polish Labour Law
- The contract may be terminated at any time by either of the parties with notice required by Polish Labour Law, after the successful completion of your probationary period.
- Your work place will be Poland

- Probationary period will be three months
- Starting date 15.11.2004 or nearest available

This document is a formal offer subject to satisfactory references.

I am convinced that you will be a valuable and successful contributor to our business and sincerely hope that you will take on the challenge of joining us.

Work Hard, Have Fun, Make a Difference...

Virtually Yours,

A stylized, handwritten signature that reads "Ted" with a flourish underneath.

MrTed
Chairman

Accepted

A handwritten signature in cursive script, appearing to read "Krzysztof Malawski".

Krzysztof Malawski
General Manager for Global Support

Michal Siemaszko