



Anacle Systems Limited
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Co. Reg No. : 200602329Z

Private and Confidential

6 June 2022

Chia Yan Long, Brandon
23 Lange Road
Singapore 547985

Dear Brandon,

RE: OFFER OF EMPLOYMENT

We are pleased to offer you the position of Engineer (Full Stack) at Anacle Systems Limited on the Key Terms of Employment set forth herein:

1. Position Engineer (Full Stack), corresponding to Departmental Grade E2
2. Basic Salary You shall be paid a total compensation of [REDACTED]
The above-mentioned compensation is inclusive of any applicable CPF contribution borne by you to the Central Provident Fund ("CPF") Board.
Any other salary revisions shall be strictly based on performance.
3. Duties and Responsibilities
 - i) Develop web application prototypes, new technologies and products
 - ii) Build highly responsive and scalable web applications
 - iii) Build fully functional web applications, writing clean and maintainable code
 - iv) Build web applications with interfaces to backend database
 - v) Build regularly automated tasks to perform functions specific to the project requirements
 - vi) Build interfaces to exchange data between various third-party systems
 - vii) Resolve defects, and generally ensure accuracy, integrity, inter-operability and completeness of system
 - viii) Troubleshoot and debug to optimize performance
 - ix) Prepare and deliver software related documentation
 - x) Provide timely updates to the web application
 - xi) Provide support and maintenance of existing software web application projects
 - xii) Respond to users in a timely manner
 - xiii) Work with fellow software engineers to coordinate the development effort and ensure overall consistency in the coding and the interfacing between various components and sub-systems in order to achieve a full functioning solution.
 - xiv) Work with consultants to craft user stories, assess feasibility and build demo showcase
 - xv) Work with consultants and senior engineers to develop test scenarios to ensure full functionality of system before user acceptance test
 - xvi) Work with customers and partners, both internal and external where there will be collaboration for knowledge transfer.
 - xvii) Any other ad-hoc support assigned by Supervisor, CTO, COO and CEO.
4. Annual Leave You shall be entitled to 18 days of paid annual leave per calendar year. For any incomplete year of employment, such leave shall be pro-rated.

5. Medical and Insurance Benefits You shall be entitled to :
- (i) Outpatient medical and dental consultation, as well as health screening, on reimbursement basis as per the company medical reimbursement policy. Traditional Chinese Medicine consultations are excluded.
 - (ii) Up to 14 days of paid outpatient medical leave and 60 days of paid hospitalization leave per calendar year. Such leave shall be pro-rated in accordance to the MOM Act.
 - (iii) Participate in the Company's Group Hospitalization and Surgical Insurance Plan. In the first 3 months of the probation, you shall not be entitled to utilize any of the Medical and Insurance benefits.
6. Allowance Mobile Allowance :
- Upon confirmation, you shall be given mobile phone allowance of S\$100.00 per month, in lieu-of all local business call reimbursement.
7. Other employment benefits You shall be entitled to Employment Benefits in accordance to your Departmental Grade, subject to specific condition of eligibility if any.
8. Probation Period There will be a probation period of four (4) months with effect from the date of your commencement of work.
9. Termination of Employment To terminate the employment contract, either party may give the other party advance written notice of :
- (i) During probation : 7 days
 - (ii) After confirmation of employment : 30 days
- In lieu of such required notice period mentioned above, the party terminating the contract shall compensate the other party an amount equivalent to the total salary of such notice period.
- In the event that the termination or withdrawal is given prior to the commencement of the employment after the acceptance of this offer, the party giving such notice shall compensate the other party an amount equivalent to 7 calendar days of the Salary.
- In the event you resign voluntarily or your service is being terminated from the commencement date of your employment, you shall undertake to pay the cost of repatriation and any monies due to the company.
10. Working Hour 9:00 am to 6:00 pm (Monday to Friday).
11. Commencement of Work Upon acceptance of the offer, you are expected to commence work on 01 July 2022.
12. Conditions Precedent Subject satisfactory medical report, background assessment and references.
13. Validity of Offer This offer of employment shall be valid for 07 days from the date of offer.

Yours sincerely,

For and on behalf of :
Anacle Systems Limited

Charles Ong
Chief Operating Officer

Acceptance By:



Name: Chia Yan Long, Brandon

NRIC No.: **S9142529G**

By signing on the above, I agree to and accept the Terms of Employment to the Offer of Employment.