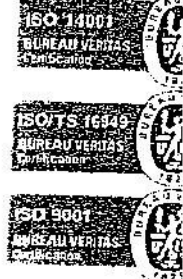


ASAHI KOSEI (M) SDN. BHD. ²¹

(Reg No. 307712-U)

Lot 3377, Jalan Perusahaan Utama, Taman Industri Selesa Jaya,
43300 Balakong, Selangor Darul Ehsan, Malaysia.
Tel: +60-(0)3-8961 4360 Fax: +60-(0)3-8961 4354 e-mail: asahi@po.jaring.my



EMPLOYMENT CONTRACT

A CONTRACT made this the **29th day of September in the year of 2010** by and between **Asahi Kosei (M) Sdn Bhd (307712-U)** of Lot 3377, Jalan Perusahaan Utama, Taman Industri Selesa Jaya, Balakong, 43300 Selangor Darul Eshan, Malaysia (hereinafter called the Employer) of one part and _____, passport no.: _____ of _____ from Myanmar (hereinafter called the Employee) of the other part.

WHEREAS the Employer is a manufacturing company established in Malaysia located at Lot 3377, Jalan Perusahaan Utama, Taman Industri Selesa Jaya, 43300 Balakong, Selangor Darul Eshan (hereinafter called the Factory).

AND WHEREAS the Employee is desirous of being employed to work as a **Production Operator** for the Employer for a period of three (3) years subject to Malaysian government approval.

The PARTIES agree as follows:

1. NATURE OF EMPLOYMENT

The Employee shall be employed by the Employer as a Production Operator to perform the work in the Factory and any other task expected and accepted in the normal and usual courses of employment as a Production Operator in Malaysia (hereafter called the Task).

2. RESTRICTION

- 2.1 The Employee shall not gain employment from other establishment in the course of employment with the Employer.
- 2.2 The Employee shall not claim to be married when they claim single in the application form submitted to the company during the service period with the company.
- 2.3 The Employee shall not marry to a Malaysian citizen or a Permanent Resident in the course of the employment with the Employer.
- 2.4 Those found to be pregnant (for women) during the service with the company will have to pay back the company a penalty charge.
- 2.5 A penalty of RM 1,000.00 per/year to all the clauses above according to completion years of service. (2.1 - 2.4)

3. PERIOD OF EMPLOYMENT

3.1 The Employee shall serve a probation period of three (3) months from the date the Employee first reported for duty during which the Employer may terminate the contract if the Employee does not perform the Task satisfactorily. The determination of unsatisfactory performance shall solely discretion of the Employer.

3.2 The employment shall be three (3) years from the date the Employee first reported for duty. Any extension thereof shall subject to the approval of the relevant authorities in Malaysia.

WORKING HOURS

1 The Employee shall strictly adhere to the working timetable scheduled by the Employer whereby the total working hour shall govern by the Malaysian Employment Act currently in force.

Additional work carried out by the Employee, subject to the approval of the Employer, beyond the normal working hours (hereinafter called Overtime) shall reward Overtime Allowance in accordance to the Malaysian Employment Act currently in force.

SALARY AND ALLOWANCE

Normal Shift

Basic Salary RM 468.00

Rotating Shift

Basic Salary RM 468.00
Night Shift Allowance RM 4.00

OTHER TERMS OF EMPLOYMENT

terms of employment shall in accordance to the Malaysian Employment Act currently in

ACCOMMODATION

Employer agrees to ensure that reasonable and proper accommodation is provided to the Employee with basic necessity.

TERMINATION OF CONTRACT

Employer shall terminate the Contract in the event the Employee commits gross misconduct or convicted under the laws of Malaysia or the work permit is revoked for any reason.

9. LEVY AND WORK PERMIT

The Employer shall be responsible for the payment of levy imposed by the Malaysian Government.

10. STATUTORY CONTRIBUTIONS AND INCOME TAX

The Employee shall be liable for all the statutory contributions and income tax incurred in the course of employment.

11. WORKMEN COMPENSATION AND REPATRIATION

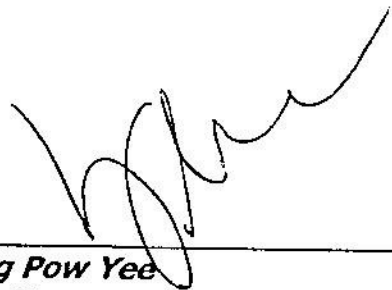
The Employer shall undertake to insure the Employee under the Workman Compensation Scheme that shall include repatriation.

12. RETURN PASSAGE

The Employer shall provide free return passage upon expiration of this Contract to the Employee.

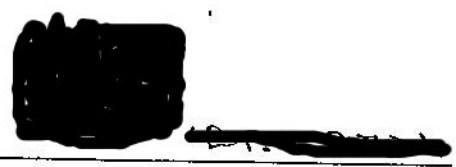
IN WITNESS WHEREOF the parties state that they have read and accepted all terms and conditions stipulated in the present contract..

SIGNED by the Employer }
& }
Date }



Wong Pow Yee
Senior Manager, Finance & HR

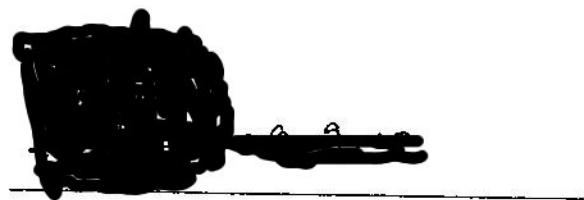
SIGNED by the Employee }
& }
Date }



Name }



SIGNED by Witness }
& Date }



Name }

