

PATENT ASSIGNMENT

Electronic Version v1.1
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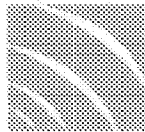
SUBMISSION TYPE:	NEW ASSIGNMENT
NATURE OF CONVEYANCE:	ASSIGNMENT
CONVEYING PARTY DATA	
Name	Execution Date
Ashwani KESHARWANI	09/08/2003
RECEIVING PARTY DATA	
Name:	COMVIVA TECHNOLOGIES LIMITED
Street Address:	ARAVALI CRESCENT, 1, NELSON MANDELA ROAD
Internal Address:	VASANT KUNJ, PHASE II
City:	NEW DELHI
State/Country:	INDIA
Postal Code:	110 070
PROPERTY NUMBERS Total: 1	
Property Type	Number
Application Number:	12867836
CORRESPONDENCE DATA	
Fax Number:	(801)328-1707
<i>Correspondence will be sent via US Mail when the fax attempt is unsuccessful.</i>	
Email:	khauser@wnlaw.com
Correspondent Name:	R. BURNS ISRAELSEN
Address Line 1:	1000 EAGLE GATE TOWER
Address Line 2:	60 EAST SOUTH TEMPLE
Address Line 4:	SALT LAKE CITY, UTAH 84111
ATTORNEY DOCKET NUMBER:	16810.39
NAME OF SUBMITTER:	R. BURNS ISRAELSEN

Total Attachments: 4
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**PATENT
 REEL: 024907 FRAME: 0675**



telesoft

Ref No : **BTSIPL**
Date : **September 3' 2003**

Mr Aswani Kesharwani
c/o, Mr R.K.Khanreja
House No. 783, Sector-7 Extension
Gurgaon-122001

Dear Ashwani,

With reference to your application for employment and subsequent interview / discussion you had with us, we have pleasure in offering you appointment in our organization on the following terms and conditions: -

1. Date and Place of Posting

You are appointment shall be with effect from **September 8' 2003** subject to your completing all joining formalities. You shall be posted at our office at **F-89/6 Okhla Industrial Area Phase - I, New Delhi -28.**

2. Designation

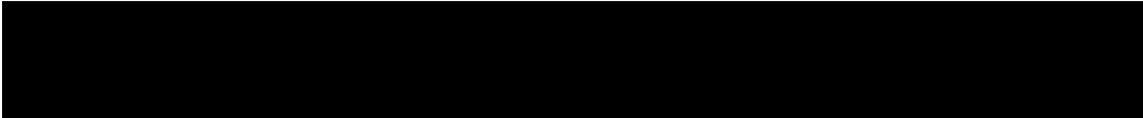
You are being designated as **Senior Software Engineer.**

3. Salary & Perks

You shall be entitled to the Salary, Perks and Benefits as per Annexure I attached with this letter.

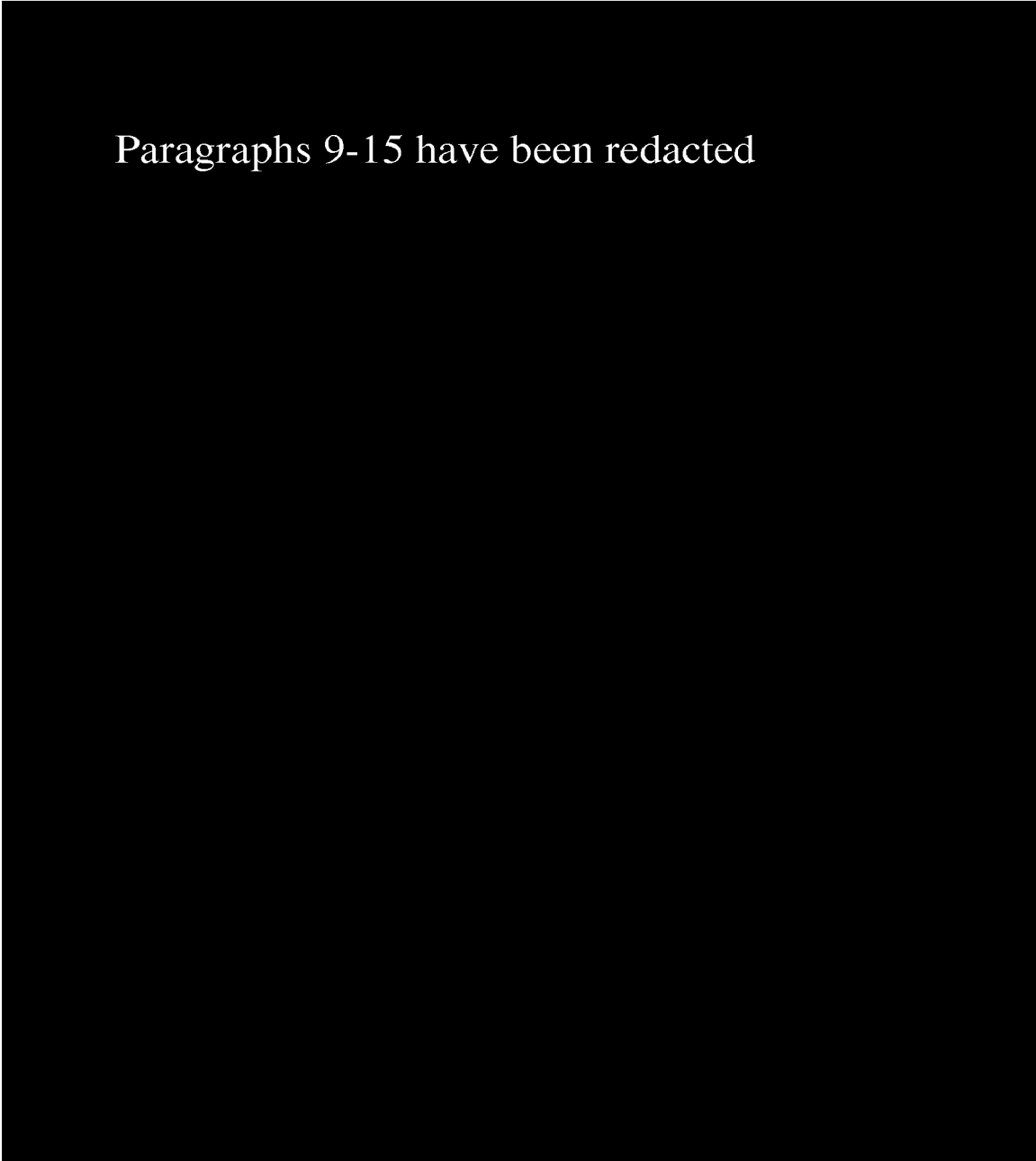
Paragraphs 4-7 have been redacted

Bharti Telesoft Intl. Pvt. Ltd.
(A Bharti Enterprises)

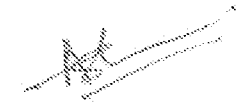


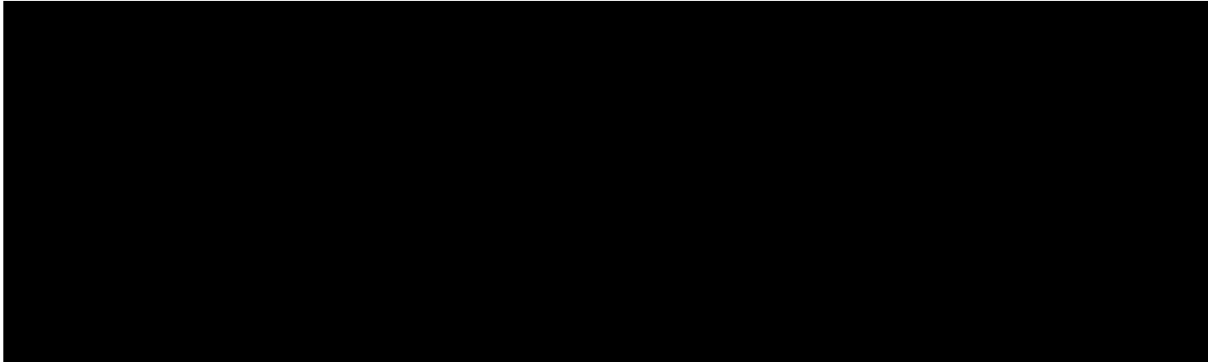
8. Confidential Information

You will not at any time, without the consent of concerned authority disclose or divulge or make public except on legal obligation any information regarding the company's affair or administration or research carried out whether the same may be confided to you or become known to you in the course of your service or otherwise. You would be required to sign a separate confidentiality agreement subsequent to your joining us.



Paragraphs 9-15 have been redacted





16. Other General Terms of Employment

You will be governed by other general terms and conditions of employment as per Annexure II of this letter.

17. Declaration

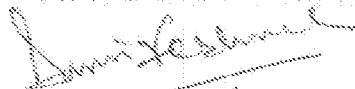
Your appointment will be further subject to the verification of your credentials, testimonials and other particulars mentioned by you in your personal data form. In case it comes to the notice of the management that the particulars given in your application are wrong, your appointment shall be deemed automatically cancelled irrespective of whether you have joined the Company or you are likely to join the services of the Company. In case you have joined the Company, you shall be liable to be discharged from the service forthwith.

This offer of appointment shall be effective from the date you join your duties at Bharti Telesoft International Pvt. Ltd., as mentioned in clause 1.

If the above terms & conditions are acceptable to you, please sign the duplicate copy of the appointment letter as token of acceptance; otherwise the offer of appointment will be treated as cancelled and withdrawn without any further intimation to you.

Thanking you,

Yours truly,
For Bharti Telesoft International Pvt. Ltd.



Gauri Deshmukh
Head - HR

I have read the terms and conditions of my services and I accept the same without any reservation.

Signature

Date..... 06/03/2002

ANNEXURE II - TO THE LETTER OF APPOINTMENT
OTHER GENERAL TERMS OF EMPLOYMENT

1. You will be governed by the rules/service conditions prevalent at your place of posting. In case your place of posting is a new establishment, you will be governed by the rules & regulations and terms & conditions of service, which shall be introduced subsequently.
2. You shall not carry on any trade or business directly or indirectly while in the employment of the Company. You shall also not take up any other part time or full employment while in the service of the Company. Breach of this term of appointment shall render the contract of service invalid and your services will be subject to termination in accordance with Clause 15 of the appointment letter.
3. You will not during your employment either of your own or on behalf of any other person, firm or Company canvass, solicit or entice away Company's customers, or any other employee working in the Company. In case you indulge in such type of activities, this will call for termination of your services in accordance with Clause 15 of the appointment letter.
4. You shall always maintain strict secrecy regarding any technical or other business information gained or acquired by you or imparted to you in the course of your employment with the Company. In case you are found to breach this clause your services are liable to be terminated.
5. You shall at all times maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interests, credit and prestige of the company.
6. You shall not, at any time, work against the interests, credit and prestige of the company or commit any act, which is unbecoming of an employee. Any act against the basic and universally accepted understanding or any violation of any of these norms of behaviour on your part will be viewed as misconduct and management will be competent to take disciplinary action against you.
7. Your working hours will be regulated from time to time taking in view nature of work.
8. The nature of your work may require to be sent on an overseas assignment at any point of time. In the event of sending you on an overseas assignment you will be covered under the Liquidated Damages Agreement as per clause 10 of your letter of appointment.