



Tamta Kobakhidze
Didi Digomi, 26 D
Tavdadebuli Str. Apt. 35
Tbilisi 0131, Georgia

November 30, 2012

Dear Ms. Kobakhidze:

We are very pleased to offer you a position with Abt Associates Inc. as a Project Assistant 9/HMIS Processes Analyst, for Georgia TASC3 project within the International Health Division. You will report to Ketevan Tatoshvili. This appointment is in accordance with the local labor law and contingent upon your performance in meeting the expectations of management and upon the continued funding of the project assignment in whole or in part.

Your beginning gross annual salary will be US \$ 23,920 and you will be paid on a bi-monthly basis. We would like you to begin work on January 1, 2013 or on a mutually agreed upon date. You are also eligible to participate in the Abt Associates benefits programs for local employees in Georgia.

Included with this offer are the following: New Employee On-boarding Forms, International Employee Reference guide, Benefits Summary and Code of Conduct. The On-boarding forms should be completed, signed and returned along with a signed copy of this offer letter. These documents set forth the general terms of your employment.

We are very much looking forward to your joining our Abt Associates Inc. team. Your signature below will acknowledge that you agree that these are the terms of your employment, which can only be modified by a written agreement signed by you and an authorized company representative. Please sign this letter and return to the Human Resources Department as soon as possible.

Speaking for myself and for your colleagues, we look forward to having you work with us.

Sincerely,

Nadia Serhani-Eltobgi,
Sr. Generalist, International Human Resources
Abt Associates, Inc.

Accepted By:

Date: December 03, 2012

Date of Birth: October 12, 1984

Start Date: January 1, 2013