

September 20, 2016

Anandhabadmanaban Natarajan
78,Sivasakthi Gardens,
Keeranatham,
Coimbatore - 641035

Subject: Employment Letter

Dear **Anandhabadmanaban**,

We are pleased to inform that you have been selected for employment with us as **Test Lead (Band B3 – Grade PL1)** under Testing Career Track . Your total emoluments are **Rs. 798,000/-** per annum, are described in Annexure A. This includes Variable Pay of **Rs. 119,700/-** per annum. This Variable Pay Component will be payable based on overall Company performance, and you being on the rolls of the company on the date of disbursement.

You may also be assigned and / or deputed to any other subsidiary / affiliated companies / divisions / location whenever the company may deem fit.

You will be on probation for a period of six months from the date of commencement of your service, which is liable for extension at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing.

Either party can terminate this employment agreement by providing a notice period of 90 days, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company. The notice period shall be 30 days during probation period and 90 days thereafter.

In case of voluntary resignation within six months of joining, you will be responsible for full repayment of the relocation expenses. If the resignation is between six to twelve months of joining, 50% of the relocation expenses will be recovered.

This offer is subject to your satisfactory completion of background verification. Your retention in Company's employment will be subject to your continued medical fitness. Company reserves the right to ask you to undergo medical examination if and when considered necessary.

You are requested to confirm the receipt and acceptance of your offer in writing, within 3 Business days from the date of issue, failing which the offer extended to you, stands cancelled. You are hereby requested to report for duties in our **Chennai** office on or before **November 21, 2016**.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take the opportunity to welcome you into Syntel family, and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager - HR

Encl: Acceptance Copy

I accept the offer on the stipulated terms and conditions and shall join SYNTEL on
_____ **date and signature** _____

Annexure A - Salary Distribution

Name : Anandhabadmanaban Natarajan
Designation : Test Lead
Band-Grade : B3-PL1
Career Track : Testing

	<i>Rs Per Month</i>	<i>Rs Per Annum</i>
Pay and Allowance		
Basic Pay	21,230	254,760
House Rent Allowance	10,615	127,380
Special Allowance	11,561	138,732
Meal Allowance	1,500	18,000
Bonus	4,246	50,952
Co's Contribution to Provident Fund	1,800	21,600
Tier City Allowance	2,123	25,476
<i>Reimbursements and Other Benefits</i>		
Leave Travel Assistance	600	7,200
Medical Expenses Reimbursement	1,250	15,000
Transport Allowance	1,600	19,200
Total Fixed Compensation	56,525	678,300
Variable Pay		119,700

Annual Cost to Company (CTC)	798,000
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Notes:

1. Details of Reimbursement would be outlined in the Employee Handbook.
2. All Payments are subject to appropriate taxation.
3. The salary structure is liable for modification from time to time.
4. Company's Contribution to the Provident Fund is Rs. 1800/- per month.



Adarsh Krishna
Deputy General Manager - HR