

HCL AMERICA, INC.

(A subsidiary of HCL TECHNOLOGIES LTD.)

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Date: November 6, 2014

SHRIKANT DEVRE

1012

Front Street, Binghamton

United States

Re.: Employment with HCL America ("**Offer Letter**")

Dear **SHRIKANT**

Congratulations!

We appreciate the interest you have shown in a career at **HCL America, Inc. ("HCL America" or the "Company")** and are pleased to inform you that you have been selected for an offer of employment in our organization. On behalf of HCL America, I am pleased to offer you a position as **SENIOR CONSULTANT, Band E2**.

We would like you to join the Company on or before **November 24, 2014** and your initial assignment will be at **HCL America, Ortho Clinical Diagnostics, Rochester, NY**.

Your annual salary will be **\$ 95004**. Kindly refer to the enclosed Annexure A for a detailed explanation of your salary. Your first regularly scheduled performance review will be performed upon completion of 12 months with the company. This may result in an adjustment to your salary, based on prevailing Performance Review and Reward Guidelines.

Relocation: The coverage for relocation would be up to **actual or \$ 2500** whichever is less subject to submission of all bills as per HCLA relocation policy.

Your employment with the Company will be subject to the terms and conditions laid out in Annexure B and C.

In order to accept this offer, you must sign the Offer Letter (including all Annexures), and return the signed original documents to the concerned Human Resource representative at the address below within two (2) days of your receipt of this Offer: **SWAPNANEEL SINHA, Please scan all pages of signed OL in one PDF file and send to swapnaneel.sinha@hcl.com. The joining date mentioned in offer letter may**

I HAVE READ AND COMPLETELY UNDERSTAND ALL THE TERMS AND CONDITIONS SET FORTH IN THIS EMPLOYMENT AGREEMENT. I ACCEPT AND AGREE TO ALL THE ABOVE TERMS AND CONDITIONS WITH THE EXPRESS INTENT TO BE LEGALLY BOUND.

Acceptance Signature:

USA

Acceptance Date:

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HCL