

March 11, 2019

MOHAMED IBRAHIM MOHAMED ABDUL KADAR
APT-531
Greenville-SC, 29615

Offer Letter

Dear MOHAMED IBRAHIM MOHAMED ABDUL KADAR,

On behalf of Syntel, Inc. ("Company"), I am pleased to offer you the position of Consultant. This offer is subject to your providing the company all required work authorization documents to work at the location assigned to you by the Company, and successful completion of background checks.

Your initial annualized compensation will be \$138000. You will be assigned to Band and Grade C3. Upon commencement of your employment as a full – time salaried employee of the company, you will be entitled to the Salaried Employee's Benefit Package, a brief summary of which is attached. Reviews of your performance and compensation package will be performed annually. Company reserves the right to amend its benefit plans at the Company's sole discretion upon notice.

You will also be eligible for an annualized performance – based bonus ("bonus") of up to \$2000. This bonus will be payable based on overall company performance, and you being on the rolls of the company on the date of disbursement of the bonus.

Company will conduct reference checks/background checks and drug test through a third party agency at its sole discretion to verify and authenticate the details furnished by you during the interview. This offer is subjected to your satisfactory completion of background verification. By accepting this offer, you agree to abide by all the Company policies and procedures as well as the terms and condition as mentioned in this offer letter and the Employment agreement annexed hereto. Any communication regarding your terms of employment, benefits, or compensation must be in writing and signed by an authorized human resources ("HR") representative of the Company. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, documents etc. will be binding or effective unless expressly agreed to in writing by a Company authorized HR representative.

You represent and warrant that all statements made to the Company by you or contained in any documentation provided to the Company by you, including but not limited to, resumes, transcripts, diplomas, experience letters, references and affidavits are true and accurate. Please do not alter this offer letter or attached documents in any way. Any alteration renders this offer letter and the attached documents null and void.

We welcome you to the Company and request your acceptance of these employment terms by signing and dating the offer letter and enclosed Employment Agreement, and returns the same to our Human Resources Department on or before the Date of Joining as decided mutually by the Company and you.

Sincerely,
Syntel, Inc.



By: _____
Arun Antony
General Manager HR – Americas and Europe

Enclosures:

- 1) Salaried Employee's Benefit Package
- 2) Employment Agreement

I accept the offer on the stipulated terms and conditions
Date and signature M. I. Kadar

[MOHAMED IBRAHIM]