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**DISCLOSURE AND RELEASE**

In connection with my application for employment (including contract for services) with you, I understand that consumer reports may be requested. These reports may include, but not by way of limitation, the following types of information: Names and dates of previous employers, reason for termination of employment, job performance, work experience, accidents, etc. I further understand that such reports may contain information concerning my driving record, workers' compensation claims, credit history (to include obtaining any appropriate credit reports), bankruptcy proceedings, criminal records, school records, social security numbers and date of birth verification from the Social Security Administration, etc., from federal, state, other agencies and former employers which maintain such records. All those contacted will be held harmless and free of any legal liability.

I AUTHORIZE, WITHOUT RESERVATION, ANY COMPANY, PARTY OR AGENCY CONTACTED BY SYNTEL, INC. TO FURNISH THE ABOVE MENTIONED INFORMATION.

I have the right to make a request to the aforementioned companies, upon proper identification and notice, to obtain the nature and substance of all information they provided by virtue of this release.

I hereby authorize procurement of consumer report(s). This authorization shall remain on file and shall serve as ongoing authorization for you to procure consumer reports at any time during my employment (or contract) period.

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Printed Name

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Date

Should any provision of this agreement be deemed illegal or unenforceable, the provision shall be modified only to the extent necessary to render the provision legal and enforceable and the agreement will be construed as if it never contained the illegal or unenforceable terms.

I have read, understand and agree to the above statements and conditions of employment.

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Signature

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Date