

Date 18-May-11

Employment Letter

Dear Madhuri Nirmale,

We are pleased to inform you that, you have been selected for employment with -Syntel Limited as **Graduate Engineer Trainee (Band B2, Grade AP1)**. Your total emoluments are **Rs 280000/- [Rupees Two Lacs Eighty Thousand only]** per annum, and are as described in "Annexure A". Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may at any time be transferred to any of the offices of the Company, its associates, affiliates or organizations with whom the Company has transactions whether the office, subsidiary, associates, affiliates or organizations is in existence today or to be set up hereafter. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

The Date of Joining and your initial Training Location shall be intimated to you in due course. Your offer is valid subject to you fulfilling the following conditions:

- a) You successfully complete the Graduate program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of 50.
- b) You clearing the medical test if the company so desires and you being found and remaining medically (physically and mentally) fit.
- c) You producing all the relevant documents pertaining to your education, identity etc on the date of joining.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

You will be on training for a period of one (1) year, or any other period as Syntel deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of Syntel during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with Syntel. The Company also reserves the right to terminate this Employment Agreement with immediate effect if in case you are found guilty of committing fraud or any misrepresentation or in case of any integrity issues during the services of the Company. The waiver of notice period, if any, will be at the final discretion of the Company.