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## STEP Review 2012 - 13

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Ref No: 33322\_NI1213\_137366

Date: April 15, 2013

Name : Madhuri Nirmale

Employee ID : 33322

Band & Grade : B2 - AP2

Designation : Software Engineer

Dear Madhuri,

Your performance in the Annual Performance Review for the year ending March 31, 2013, has been identified as "Below Expectations". Hence, you would not be eligible for a salary change in this Annual Compensation Cycle.

We would encourage you to take this opportunity to focus your efforts in improving your performance as per the defined performance standards of the organization.

All other terms and conditions of your employment remain unchanged. In case you require any further clarifications, please discuss with your Direct Reporting Manager.

We wish you all the best for a better performance in the future.

Yours Sincerely,

For Syntel Ltd,



**Rajesh Save**

**Global Head – Human Resources**