

April 25th, 2022

Mr. Manish Kumar  
Niwas Bhawan, Rani Bgan  
Bariatu housing colony, Ranchi  
Jharkhand- 834009

Dear Manish,

**Sub: Your appointment as Associate Specialist - Technology**

With reference to your application and subsequent interview, we are pleased to inform you that you have been appointed **Associate Specialist - Technology** effective **April 25th, 2022**


1. Your scope of work will be communicated to you after your joining.
2. Emoluments - You will be entitled for an annual remuneration of **Rs. 30,80,830 (Thirty Lakh Eighty Thousand Eight Hundred and Thirty)**, subject to statutory deductions as applicable from time to time.
3. You will be entitled to leave and holidays according to law or rules framed by the company. It will be incumbent upon you to get your leave sanctioned before availing the same. You will, however, not be entitled to leave as a matter of right. The grant of leave will depend on the exigencies of work in the establishment.
4. You will be governed by the service conditions in force in the company or as amended from time to time and carry out instruction and office orders issued by your superiors. You will always be deemed to have read over and accepted the service conditions and other instructions contained in the employment manual and the amendments, if any, made in such service conditions from time to time by the company.
5. Your appointment will be subject to your physical and medical fitness duly certified by the medical officer and also being medically fit from time to time.
6. You may at any time be called upon to discharge any other duties, which are within your capacity and ability, of which company would be the sole judge and you will forthwith undertake to discharge these duties with diligence and care.
7. During the term of your employment with the company, you shall devote your whole time and attention to the services of the company and shall not, without the prior written consent of the company, accept any part time or additional employment or undertake any professional or commercial activities. You will further agree to abide by the company rules and regulations that are in force, from time to time.

India - Pune Office  
Synechron Technologies  
CEDAR Building, Ascendas IT Park,  
Rajiv Gandhi Infotech Park,  
Hinjewadi Phase III, Pune 411057  
CIN: U72200PN2001PTC016029

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8. During the course of your employment with the company, or at any time thereafter you will not disclose to any person, firm or company, any information, papers, documents, data, confidential or otherwise, concerning the affairs of the company and particularly information about the business processes, business ideas, software development ideas, administrative matters of the company etc. that will be coming to your knowledge and will observe complete secrecy in respect thereof.
9. Recognizing that the various items of information are special and unique assets of employer and its clients and that you may receive specialized training from employer, you agree and covenant that for a period of one (1) year following the termination of your employment, whether such termination is voluntary or involuntary, you will not, directly or indirectly, engage in any business competitive with employer. You agree that while employed with employer and for one (1) year after such employment ends, you will not perform similar or identical duties, directly or indirectly, for any of employer clients with which employer placed or involved you during the last one (1) year of your employment with employer. Also, while employed with employer and for one (1) year after employment with employer ceases, you will not solicit, recruit or hire any of employer employees and consultants/sub-contractors to work for anyone other than employer. Nor will you disclose any employee or customer lists, trade secrets, proprietary software programs or any other information obtained as a result of being employed by employer, to anyone except in the ordinary course of conducting business for employer benefit.
10. You undertake that you, will under no circumstance solicit in any way or at any time a direct or indirect client of Synechron, either directly or via a third party. The scope of solicitation as defined includes, but is not limited to the following: a) Sharing of confidential/restricted information with direct/indirect clients in verbal or written format. b) Applying to direct/indirect clients for a job position c) Entering into a part-time or full time employment with them. This clause holds valid for all clients of Synechron acquired previous to and until the date of employee leaving Synechron. This clause holds valid from the date of joining Synechron with indefinite effect.
11. Your place of posting will be India. However, during the tenure of your service, you will be liable, at any time to be transferred to any other place of business of the company, including its subsidiaries and sister units now existing or acquired in future, customer sites etc. In the event of your transfer, the terms and conditions of the employment as outlined above shall continue to apply. However, you would be governed by rules and regulations as prevalent at the new place of posting.
12. You will notify the company, in writing, any changes in your residential address. All communications will be addressed to you on the last address notified by you.
13. It is clearly understood and agreed that if any statement made by you in your application is found to be false or erroneous and/or any omission there from which tends to mislead the company it will be sufficient cause for termination of your service with the company at any time during your

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employment.

14. Upon the cessation of your employment you will return to the company all assets, tools, documents or any other article/thing and/or copies thereof belonging to the company which may at the time be in your possession.
15. The company may terminate your services with two months notice from the company or with compensation equivalent to two months salary.
16. In the case where you want to discontinue your employment, you will have to give two months clear notice in writing to the Company of your intentions to do so.
17. If you are agreeable to the aforesaid terms and conditions please return the duplicate copy of this letter with your signature thereon signifying your acceptance thereof.

We take this opportunity to welcome you at **Synechron Technologies Pvt. Ltd.** and wish you a bright and prosperous career.

Sincerely,

For **SYNECHRON TECHNOLOGIES PVT. LTD.**

I confirm acceptance of the appointment  
as also the terms and conditions



**John Gaunt**  
(Chief Human Resources Officer)

DocuSigned by:  
**Manish Kumar**  
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**Manish Kumar**  
Date Of Joining: April 25th, 2022

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