



**Syntel Private Ltd.**  
SEZ - Unit  
(Syntel - Special Economic Zone)  
Plot No. B-1/B2, Software  
Technology Park,  
Dehu - Alandi Road, MIDC  
Talawade, Tal - Haveli,  
Pune - 412 114 India  
Tel : 91 020 40701000  
[www.syntelinc.com](http://www.syntelinc.com)

**July 6, 2016**

**Mr Rajesh Juvvalapati**

**Velagala Ponnuru  
Sullurupeta  
Nellore 524121  
Andhra Pradesh**

RE: Reminder of Obligations

**Dear Rajesh,**

As a condition of entering employment with Syntel, you signed an employment agreement (including any amendments to the HR policies) wherein you agreed:

1. That, during the term of your employment agreement and for a period of two years subsequent to the termination of the agreement, you would not, without the prior written consent of Syntel, directly, indirectly, or through any other party solicit business from or perform services for any direct or indirect Syntel customer or any prospective Syntel customer whom you had any contact with or exposure to, at any time during the term of the employment agreement; and
2. That, during the term of your employment agreement and for a period of two years subsequent to the termination of the agreement, you would not, without the prior written consent of Syntel, seek engagement or employment, either full-time or contractually, with any organization that is likely to deploy you on a project or assignment in an Offshore or Onsite client engagement where Syntel is already working for the same client and where you have been engaged in a project with the client organization for a period exceeding one month and it has been less than a year since you worked with that specific client; and
3. That, during the term of your employment agreement and for a period of two years subsequent to the termination of the agreement, you would not, without the prior written consent of Syntel, directly, indirectly, or through any other party solicit, offer to, or accept the employment of persons who are then, or were during the previous six months, employees of Syntel or any Syntel subsidiary, associate, or affiliate; and
4. This two (2) year period shall automatically be extended by any period of time commencing with SYNTEL's demand of EMPLOYEE for compliance with this provision and the ultimate resolution of that demand either by agreement of SYNTEL and EMPLOYEE or by court order.
5. To promptly redeliver to Syntel all confidential information on any tangible media; and
6. Not to retain any copies, extracts or other reproductions in whole or in part of any confidential information.

Your employment with Syntel has now terminated. The above obligations are in full force and effect. You are required by law to fulfill your obligations under your employment agreement. Failure to do so will result in Syntel taking any and all steps available to it to preserve its rights under the employment agreement.

If you have any questions or comments, please do not hesitate to contact me.

Sincerely,

**Karthik Nadar  
Sr. Manager-Human Resources**