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Ref No: HRD/VIS/KEC/ US / 2017 / 629813

19-Sep-2017

ULAGANATHAN RAMAKRISHNAN

Technical Test Lead - US

Emp. No.: 629813

Infosys Ltd.

Dear **ULAGANATHAN** ,

Thank you for considering this important assignment.

As discussed, your new assignment in Infosys Ltd. ("Infosys" or "the Company") will be with the team performing services at **BANK OF AMERICA , Plano(TX),Texas** .

For the duration of this assignment, you will report to **Arunprasad Murugesan , Senior Project Manager** .

1. Assigned Role

During your assignment, you will be performing the Role of Technical Test Lead - US .

2. Duration

Your Assignment will be for a period of approximately 6 months commencing on 01-Oct-2017. The exact duration, however, will depend on the specific requirements of the project.

Your employment with Infosys continues to be based out of India. Please note that your on-site tenure based on this assignment is temporary in nature and as a result you may be required to return to your base country per business needs. Additionally, your tenure in the USA cannot exceed beyond the current work permit validity (*Generally speaking 5, 6 and 7 years for L1B, H1B and L1A respectively*).

3. Compensation

In accordance with the Federal Fair Labor Standards Act (FLSA) and applicable state wage and hour laws, your current assigned role has been classified as Exempt. The exemption status of your Role is

Emp.No: 629813



determined by state and federal regulations and is subject to change from time to time. Any changes in the exemption status will be communicated to you.

During your assignment, your **Gross Compensation will be USD 86,179.00 per annum.**

From the above gross compensation you will be responsible for paying all taxes and levies as required under federal, state and/or local law. Taxes and levies will be deducted from each pay check, and tax rates vary from state to state and by individual. You will be solely responsible for submitting all tax documentation and paying your individual taxes in accordance with the regulatory requirements.

Based on the details of this assignment with the above-referenced role and location, your gross compensation includes an amount (Monthly Overseas Allowance, MOA) of USD 3662.00 per month towards defraying the cost of living expenses. Please note that the MOA is inclusive of, and not in addition to, the gross compensation specified herewith.

4. Process of Assignment

We expect you to contribute your best efforts towards the success of your assignment. We further expect you to carry out all jobs given to you with the greatest of care and to avoid everything that could adversely affect the reputation of Infosys. You are required to observe the local laws.

You are required to return to your base country immediately after the end of your assignment in the USA. Failure to do so when requested by the Company may result in the termination of your employment.

By accepting this Letter, you accept all terms and conditions mentioned herein and agree that, during the term of your assignment with the Company, it will be your responsibility to give complete and accurate information with regards to any change in your work location, failing to which you shall provide the Company with authorization to deduct and/or agree in writing to repay any additional/ excess/ erroneous payments made to you during your assignment. You also understand and agree that your failure to timely and accurately provide or update information concerning your assignment could result in disciplinary action as deemed appropriate up to and including termination of employment.

The terms and conditions of the assignment are subject to applicable laws and hence may be altered or modified without notice to ensure compliance with applicable laws.

The terms and conditions of your assignment continue to be governed by the terms and conditions of your offer of employment/deputation letter except to the extent modified herein.

We wish you every success in your assignment.

Yours sincerely,



RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, accept and agree to the terms and conditions as set forth in this letter.

Date: _____,20 _____

Print your name

Sign your name

Please send a signed copy of this letter to Edocket_Query@infosys.com only.

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