**U N D E R T A K I N G**

To,

Syntel Private Limited.

I, \_Jimish Shantilal Shah\_\_\_\_\_\_\_\_\_\_ , Emp. Id No. \_\_JS23646\_\_, an employee of **SYNTEL PRIVATE LIMITED** hereinafter referred to as the “Company” do hereby execute this Undertaking in favor of the company on this \_9th \_ day of \_\_September ‘2022\_\_\_.

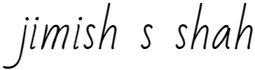
Whereas Company has selected me for an overseas work assignment as well as subsequent entry formalities with reference to Annexure A approved on my behalf and I have given consent to make such application on my behalf of my own volition.

And Whereas Company shall incur costs towards business training and relocation as described in Annexure “A” attached hereto.

In consideration of Company incurring costs towards overseas transition and relocation on my behalf, I unconditionally and irrevocably undertake and agree as follows:

1. In the event of Company making such initiative on my behalf I shall remain in the employment of Company during ‘pendency of such formalities for transition and relocation further for a minimum period of Nine months from the effective date of approval by the concerned government that allows relocation to their country or till the validity of the entry clearance given by the government whichever is earlier’ (hereinafter referred to as the said lock-in period).
2. In the event of my separation from Company before completing the said lock-in period, I shall repay Company, the cost incurred by Company for such initiative.
3. I understand that in the event an overseas deputation agreement between myself and Company is separately signed, the said overseas deputation agreement shall prevail of this undertaking.

1. In the event of my deputation overseas, my deputation will be governed by Company’s deputation policy and such other document as signed by me as well as separate Overseas Deputation Agreement, which shall take precedence over this Undertaking.

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**Signature : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name : \_Jimish Shantilal Shah\_\_\_­\_\_**

**Emp. ID. : \_\_A717250\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

## Annexure A

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr.** | **Country** | **Category of deployment** | **Cost of the initiative** |
| 1 | UK | Work Permit | £3,500 |
| 2 | UK | Entry clearance Consular stamping | Rs.1,90,000/- |
| 3 | UK | Work Permit Extension | £650 |
| 4 | UK | FLR (IED) | £335 |
| 5 | Germany | Work Permit | 60 Euros |
| 6 | Germany | Consular stamping | Rs. 4,800/- |
| 7 | Canada | Work Permit | CAD $ 2,250 |
| 8 | Canada | Consular stamping | Rs. 2,000/- |
| 9 | France | Work Permit | 3,000 Euros |
| 10 | Australia | Work Permit | 2,915 AUD |
| 11 | Switzerland | Work Permit | US $3,000 |
| 12 | Singapore | Work Permit | SGD $1,000 |
| 13 | Netherlands | Work Permit | Euro 2,000/- |
| 14 | Belgium | Work Permit | US $ 4,000/- |
| 15 | Hong Kong | Work Permit | US $ 5,000/- |

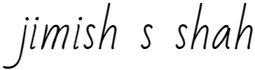
**Notes:**

1. The amounts mentioned above are subject to change from time to time by concerned government authorities.
2. The above list is illustrative, however a cost of the initiative not specifically mentioned herein will be considered at actual.

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I am aware of the cost of **Euro 3000/-** involved in **France** **Work Permit** application and agree to abide by the terms and conditions of this Undertaking.

Please refer Annexure A above for cost & visa application.

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**Signature : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name : \_Jimish Shantilal Shah\_\_\_­\_\_**

**Emp. ID. : \_\_A717250\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**