

Date: April 29, 2016

Name: Vishal Bhardwaj

Employee Code: 6609

Location: India

Subject: Performance Appraisal 2015

Dear Vishal,

We would like to extend our gratitude for your valuable contribution to the company for the period ending March 2016.

We are glad to announce that you are promoted to **Assistant Manager - Software**, effective April 1, 2016. We are also extremely pleased to inform you the change made to your remuneration which has been revised from **INR 10,66,040 per annum to INR 11,72,644 per annum** w.e.f. April 1, 2016.

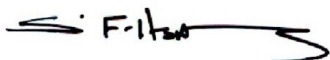
This designation and salary change supersedes all the previous communication received by you on this subject.

The other terms and conditions of employment remain unchanged.

You will appreciate that information related to your salary is extremely confidential between you and the company. The company reserves the right to take stern action against any employee who violates the confidentiality by sharing or discussing his/her salary details in groups or with colleagues at work.

We wish you all the best for a rewarding and growing career with us and look forward to your accomplishments at Synechron.

With best wishes,



Faisal Husain
CEO

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