

Date: 27th February 2015

Name: Vishal Bhardwaj

Employee Code: 6609

Location: India

Subject: Performance Appraisal 2014

Dear Vishal,

We would like to extend our gratitude for your valuable contribution to the company for the period ending January 2015.

We are glad to announce that you are promoted to **Lead - Software**, effective 1st February 2015.

We are also extremely pleased to inform you the change made to your remuneration which has been revised from **INR 9,71,040 per annum to INR 10,66,040 per annum** w.e.f. 1st February 2015.

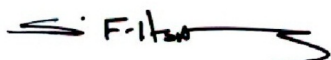
This Designation and Salary change supersedes all the previous communication received by you on this subject.

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



Milind Mutalik
Head - Human Resource

INDIA

Synechron Technologies Pvt. Ltd.
CEDAR Building, Ascendas International Tech Park Pune, Plot No. 18
Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune 411057
Tel.: +91.20.42901000 | Fax: + 91.20.42901010
CIN: U72200PN2001PTC016029
info@synechron.com

1 Corporate Place South
Suite 200
Piscataway, NJ 08854
Tel.: +1.732.562.0088
Fax: +1.732.562.1414

USA

Synechron, Inc.
15 Maiden Lane
Suite 1100
New York, NY 10038
Tel.: +1.212.619.5200
Fax: +1.212.619.5210