



To,

10-Sep-2012

Mr. Vittalk Kamkar
Bangalore

Sub – Employment Letter

Dear Vittalk,

We are pleased to make an offer to you to join MindTree Ltd., at our **Bangalore** office as **Senior Engineer, Software** in competency C2. Your total cost to company will be **Rs.525,000/-** per annum (This includes 12% of Performance Bonus). You can get more details regarding performance bonus plan on joining. Details of the salary structure are given in the subsequent pages.

TERMS & CONDITIONS

This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time. Hence you are requested to contact the People Function for policies/rules/regulations, which are applicable to you. We expect you to keep the salary details confidential at all times.

NATURE OF EMPLOYMENT

This offer is made on the clear understanding that your employment is on whole time basis and that you will not undertake any other part time/full-time work, without the consent of the company. Also this employment is of continuous nature and does not entail any compensation for any overtime worked by you.

TRANSFER

You could be transferred to any of other offices/branches/subsidiaries/affiliates either domestic or abroad, should the need arise. You will abide by the company's rules and regulations as may be in effect from time to time with respect to your function, grade or location where you work in.