



9/18/2017

Dear Immigration Officer:

This letter is written to verify that L'Oreal USA, Inc. and Mindtree Limited entered into a Master Services Agreement ("MSA") in 10/31/2016 for the provision of IT solutions and services. Mindtree contracted directly with L'Oreal USA, Inc., and L'Oreal USA, Inc. is the end-user of Mindtree's services. The current Statement of Work pursuant to the MSA is valid to (mention the current validity) and is renewable.

As set forth in the MSA, employees of Mindtree working on L'Oreal USA, Inc. projects are directly employed by Mindtree, are not L'Oreal USA, Inc. employees, and do not possess a contractual relationship with L'Oreal USA, Inc. Furthermore, Mindtree is exclusively responsible for assigning, directing, and controlling the work of its employees; supervising and appraising employee performance; paying salaries; and carrying out such personnel actions as hiring, firing, granting promotions, and providing vacation, insurance, and other employee benefits.

Pursuant to the current Statement of Work in force, Mindtree assigned Vittal Kamkar to our L'Oreal USA, Inc. located at 10 Hudson Yards, New York, NY, 10001 office as Senior Engineer/Senior Developer. This position requires Vittal Kamkar to work on:

- Programming
- Mapping of requirements to design
- Code reviews
- Testing
- Documentation
- Adherence to quality deadlines and timelines
- Facilitation of peer sessions
- Raise and settle issues in project development

Because of the sophistication of our computer systems and computer software needs, our company does not hire computer consulting professionals unless the individual possess at least a Bachelor's degree or the equivalent in Computer Science or a related field.

Under this project, we anticipate that sufficient specialty occupation work will continue to exist for Vittal Kamkar until the assignment completion.

While onsite, Vittal Kamkar will work for 40 hours each week under the exclusive control of a Mindtree manager who is a Mindtree employee stationed at the client worksite and is charged with ensuring that the Mindtree professionals such as Vittal Kamkar properly execute their responsibilities.

If you have additional questions regarding L'Oreal USA, Inc. professional relationship with Mindtree, please contact me.

Sincerely,

Eric Barner

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