

Date: 30/12/2019**Intent to Offer**Dear **Harish Umesh Chavan**Syntellect ID: **ASBE2006432**

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You should not have more than 1-year gap throughout your education
- c) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- d) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,



Adarsh Krishna

Deputy General Manager – Human Resource

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

| | | |
|--|-----------------------------|----------------|
| Name : | Harish Umesh Chavan | |
| Designation : | Associate Consultant | |
| Band & Grade : | AC-AC1 | |
| Pay and Allowance | Monthly | Yearly |
| Basic Pay | 10,033 | 120,400 |
| House Rent Allowance | 5,017 | 60,200 |
| Special Allowance | 4,830 | 57,960 |
| City Allowance | 1,003 | 12,040 |
| Bonus | 2,400 | 28,800 |
| Co.'s Contribution to Provident Fund | 1,800 | 21,600 |
| Transport Allowance | 1,600 | 19,200 |
| Medical Allowance | 1,250 | 15,000 |
| Sub Total – I (H) | 27,933 | 335,200 |
| | | |
| Reimbursements and Other Benefits | | |
| Leave Travel Assistance | 400 | 4,800 |
| Sub Total – II | 400 | 4,800 |
| | | |
| Total Compensation | 28,333 | 340,000 |

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

| | |
|-------------|---|
| SQL | DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints |
| HTML5 | Form Elements & Attributes, Video, Audio, Events, Doctypes |
| CSS3 | Selectors, Box Model, Backgrounds |
| Java Script | Statements, Functions, Events, Array, Date, Conditions |
| JS JSON | JSON basic, JSON vs XML |
| Core Java | OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC |