patni

Patni Computer Systems Ltd.
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www.patni.com

Ref. PATNI\JRF No.009559\OFR\SPZ07\MFOTH\A0075375\L11
May 02, 2007

Mr. Rajeev Shrivastav
H-1/ 102
Moraj residency
Sector-16 Palm Beach Road
Sanpada
Navi Mumbai - 400705
Maharashtra

Dear Rajeev,

Letter of Offer

With reference to your interview with us, we are pleased to offer you a position in our Organization as per the terms and conditions given below:-

1. Your designation will be **"Software Engineer"**.

2. Your total emoluments will be **Rs.2.11 lakhs** per annum, comprising of a base (fixed) component of **Rs.1.92 lakhs** per annum and the rest as variable component, based on Company's performance.

3. Full details of your pay package are given in the enclosure to this letter. Please note that, LTA is payable after completion of one year of service, subject to your getting confirmed in the service. If the Company provides accommodation/transit accommodation, appropriate deductions will be made for the same, as per rules applicable. Ex-gratia will be payable @ **Rs.6,000/-** per annum. You will be entitled to medical reimbursement upto **Rs.15,000/-** per annum.

4. Whilst you are located abroad, the terms applicable will be intimated to you at the relevant point of time.

5. Company Performance linked Incentive (CPI) will be released in four quarterly payments based on management's assessment of company's performance in a given quarter. The actual CPI release will be computed as a percentage of an employee's fixed salary (total salary minus variable pay, if any) and it will be announced by the Chief Financial Officer (CFO) to all employees through a general email communication, after the completion of Quarterly Business Reviews (QBR). The payment will be released through payroll in the second month after the closure of a quarter & completion of QBR - e.g. for the quarter ending June, CPI will be released with August salary.

6. You shall be due for salary revision not before one year from your date of joining.

7. The Management reserves the right to change the different components/allowances in the total emoluments package, at its own discretion, at any time in future. However, your total monthly salary at 100% variable achievement will be protected.

8. You will be on probation for a period of six months from the first of the calendar month following the date of your joining, after which you will be confirmed if your work is found satisfactory. The probation period can be extended at the discretion of the Company. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation. In case your performance is not found satisfactory during such period of probation, including extended period, if any, your services shall stand terminated on expiry of such period of probation or extended period of probation and you shall be informed of the same in writing.

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Ref : PATNI\AIRLI\GRNET\51844
September 11, 2008

Mr. Rajeev Shrivastava
Software Engineer

Dear Sir,

With reference to your resignation letter dated **August 13, 2008**, we would like to inform you that your resignation has been accepted and you are relieved from the services of the Company at the closing of working hours on **September 12, 2008.**

Yours faithfully,
For **Patni Computer Systems Ltd.**

Vijay M Pandit
Associate Vice President (HRD)