

APPLICATION FOR EMPLOYMENT

SYNTEL, INC.

Syntel, Inc., is an equal opportunity employer and does not discriminate against applicants on the basis of race, age, sex, religion, disability, national origin, marital status, weight, height, color, sexual orientation, or any other classification protected by Federal, State, or Local ordinance, regulation, or law.

Instructions: Complete all necessary information. You may be asked to provide additional information on another form. This application will be kept on file. It is to your advantage to periodically check to keep it current and active. Be sure to sign and date the application. Please print.

Name _____
Phone () _____
Address _____
City/State/Zip _____
Position applied for _____
Expected Pay _____

Would you accept full time work? Yes No
Would you accept part time work? Yes No

Are there any days or hours of the week you cannot work? If yes, when?

On what date would you be available for work? _____

Have you ever been employed here before? No Yes Date _____

Special training or skills (languages, computer skills, etc.) that would be of special benefit in this job for which you are applying:

Are you legally eligible for employment in the United States? Yes No
(If yes, proof is required)

Do you have reliable transportation to work? Yes No

Are you willing to relocate for a job assignment?

Yes No

If you are only available for a specific employment location (s) please list.

Have you previously been employed by Syntel, Inc. or any related company?

Yes

No

If yes, under what name?

Have you previously submitted an application to one of the aforementioned Companies?

Yes

No

If yes, under what name?

Are you related by marriage or otherwise to any past or present employee of the aforementioned Companies: Yes No

If yes, please identify: _____.

Are you of legal age to work in the United States? Yes No

EDUCATIONAL BACKGROUND

School Name/location of school	Course of study	Did you graduate	Degree/diploma
Grammar School			
High School			
College			
Graduate School			
Vocation Training - Other			

Membership in professional or civic organizations (Exclude those which may disclose your race, color, religion, national origin, age, or other protected classification.)

EMPLOYMENT EXPERIENCE

Place an X by the employer(s) you do not want us to contact. List your most recent employer first.

1. Employer _____ Address _____

Employee ID: _____

Phone (____) - _____

Job Title _____ Supervisor _____

Dates Employed: From _____ To _____ Wages : starting _____ final _____
(mm/dd/yr) (mm/dd/yr)

Work Performed _____ Reason for Leaving _____

2. Employer _____ Address _____

Employee ID: _____

Phone (____) - _____

Job Title _____ Supervisor _____

Dates Employed: From _____ To _____ Wages : starting _____ final _____
(mm/dd/yr) (mm/dd/yr)

Work Performed _____ Reason for Leaving _____

3. Employer _____ Address _____

Employee ID: _____

Phone (____) - _____

Job Title _____ Supervisor _____

Dates Employed: From _____ To _____ Wages : starting _____ final _____
(mm/dd/yr) (mm/dd/yr)

Work Performed _____ Reason for Leaving _____

4. Employer _____ Address _____

Employee ID: _____

Phone (____) - _____

Job Title _____ Supervisor _____

Dates Employed: From _____ To _____ Wages : starting _____ final _____
(mm/dd/yr) (mm/dd/yr)

Work Performed _____ Reason for Leaving _____

Have you ever been fired from a job, or asked to resign? If yes, please explain the circumstances:

REFERENCES

(other than family members or previous employers)

1. Name _____ Phone (____) - _____
Address _____

2. Name _____ Phone (____) - _____
Address _____

3. Name _____ Phone (____) - _____
Address _____

Are you subject to any restrictive covenant, non-compete, non-solicitation, intellectual property, or confidentiality agreement which would limit or restrict your ability to work in any way for Syntel?

Yes No

If the answer is yes, please elaborate.

Have you been convicted, pleaded guilty or nolo contendere, for violating any federal, state or local law, regulation or ordinance?

Yes No

If yes, please provide details, and date of conviction (excluding traffic violations for which a fine of \$150 or less was imposed, or any conviction that has been officially sealed, expunged, pardoned, or statutorily eradicated). A conviction will not automatically exclude you from consideration for employment and you are invited to provide us with any relevant information regarding the circumstances of any conviction.

Do you have any felony charges currently pending? A charge will not automatically exclude you from consideration for employment and you are invited to provide us with any relevant information regarding the circumstances of any charge.

Yes No

ADDITIONAL INFORMATION

Are you able to perform each of the essential functions listed for the position for which you are applying with or without accommodation? Yes No

If you can perform the job functions with an accommodation, please describe how you would perform the functions and with what accommodations.

Are you a US Military veteran? Yes No

Any offer of employment is contingent on your passing a Background Screening Test that may be required by Syntel or by our clients. The Background Screening Test may include screening of past employment, education verification, criminal checks, drug screening, compliance with governmental requirements and other background screening based on specific client requirements. If you do not pass a Background Screening Test, you understand and agree that any offer of employment is automatically withdrawn. Any background screening will be conducted by Syntel or a third party in accordance with the terms of the Fair Credit Reporting Act and applicable state or local law

I certify that the facts contained in this application are true and complete to the best of my knowledge and I understand that, if employed, if any falsified statements, omissions, or misrepresentations are discovered, my application may be rejected and, if I am employed, my employment may be terminated.

I authorize investigation of all statements contained in this application for any employment related purpose. I authorize the listed references and all employers listed above to provide you with any and all applicable information they may have. I hereby release these references and former employers from all liability for any information they may give to Syntel.

I understand that the Immigration Reform and Control Act of November 6, 1986 requires me to prove the legality of my residency or citizenship. I am also aware that the failure to provide such proof at the time of request may legally force my termination.

I agree that this application is not an offer of employment. I agree that if I am employed by Syntel (1) that my contract of employment is at will and may be terminated at any time, with or without notice and with or without cause at the option of either Syntel or myself; (2) that I will receive wages and benefits and be subject to rules and regulations and that such wages, benefits, rules and regulations are subject to change by Syntel at any time with or without notice to me; (3) that in partial consideration for my employment, I shall not commence any action or other legal proceeding relating to my employment or the termination thereof more than six months after the event complained of and agree to waive any statute of limitations to the contrary; (4) that my assigned work hours may be modified by Syntel and if requested, I will be required to work overtime; (5) that this constitutes the entire agreement between Syntel and myself regarding the stated subject matters and that any and all prior agreements are null and void, and that nothing in any documents published by Syntel, either before or after this agreement, shall in any way modify the above terms; (6) that subject to the National Labor Relations Act as well as other federal, state or local laws, this agreement cannot be modified by any oral or written representations made by anyone employed by Syntel, either before or after this agreement is signed, except by a written document directed exclusively to me and signed by an authorized Human Resources representative of Syntel.

DISCLOSURE AND RELEASE

In connection with my application for employment (including contract for services) with you, I understand that consumer reports may be requested. These reports may include, but not by way of limitation, the following types of information: Names and dates of previous employers, reason for termination of employment, job performance, work experience, accidents, etc. I further understand that such reports may contain information concerning my driving record, workers' compensation claims, credit history (to include obtaining any appropriate credit reports), bankruptcy proceedings, criminal records, school records, social security numbers and date of birth verification from the Social Security Administration, etc., from federal, state, other agencies and former employers which maintain such records. All those contacted will be held harmless and free of any legal liability.

I AUTHORIZE, WITHOUT RESERVATION, ANY COMPANY, PARTY OR AGENCY CONTACTED BY **SYNTEL, INC.** TO FURNISH THE ABOVE MENTIONED INFORMATION.

I have the right to make a request to the aforementioned companies, upon proper identification and notice, to obtain the nature and substance of all information they provided by virtue of this release.

I hereby authorize procurement of consumer report(s). This authorization shall remain on file and shall serve as ongoing authorization for you to procure consumer reports at any time during my employment (or contract) period.

Name _____

Date _____

Should any provision of this agreement be deemed illegal or unenforceable, the provision shall be modified only to the extent necessary to render the provision legal and enforceable and the agreement will be construed as if it never contained the illegal or unenforceable terms.

I have read, understand and agree to the above statements and conditions of employment.

Applicant's signature _____ Date _____