



211 Quality Circle
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May 21, 2019

Madhan Raj Vanangamudi
295 Turnpike Road
Westborough, Massachusetts 01581

Re: Offer of Employment

Dear Madhan Raj:

Cognizant Technology Solutions U.S. Corporation ('Cognizant') is pleased to extend an offer of employment, in the position of Performance Test Manager, at Manager Level. You will initially report to Santhana Gopal Bakthavatsalam. Cognizant reserves the right to make any changes or modifications in the future that it believes is in the best interest of the Company's business goals and needs. Your scheduled start date will be June 10, 2019. If for any reason, the first day of employment needs to be altered, it may be done so upon written agreement by both parties. Because time is of the essence, this offer will remain open only for fourteen (14) calendar days, inclusive of the date you receive this offer letter. If you do not accept this offer within that time frame, it will expire and will no longer be available for you to accept.

This offer is contingent on the following:

- Your signing and returning of this offer letter within the prescribed timeframe above;
- The successful and satisfactory completion of your references and background verification;
- Your signing of the Non-Disclosure, Non-Solicitation and Invention Assignment Agreement ('NDA')
- Completion of all new hire paperwork received electronically
- Satisfactory verification of employment eligibility and authorization to work in the United States. You will need to present documentation of identity and employment eligibility, and complete a Form I-9 Employment Eligibility Verification form within the first 3 business days of your employment. In compliance with the Immigration Reform and Control Act of 1986, your employment at Cognizant is contingent on presenting adequate documentation within the mandatory time frame.

Employment with Cognizant is 'at-will,' meaning that it is not for any specific period of time and can be terminated by either you or by the Company at any time, with or without advance notice, and for any or no particular reason or cause.

The terms and conditions of your employment with Cognizant are described below:

CASH COMPENSATION:

BASE SALARY: You will be paid USD \$3,958.33 per pay period equivalent to an annual base salary of USD \$95,000.00. You will be paid your salary on the 15th and last working day of each month in accordance with the Company's current payroll policies and practices.

COLA: You will be paid a geographically based COLA of USD \$166.66 per pay period for Hartford – CT USA, CLT–Connecticut, which is an annualized amount of USD \$4,000.00. You will be paid your COLA on the 15th and last day of each month in accordance with the Company's current payroll policies and practices, along with your regular base salary. If your work location changes, then there will be an adjustment to COLA effective the first day of work in your new work location. COLA is subject to regular review and may be increased or decreased, or replaced by another compensation component upon certain promotions.

SIGNING BONUS: In connection with this offer, you are eligible to receive a signing bonus of USD \$5,000.00, which you will receive in the first paycheck occurring after 30 days of the start of your employment with Cognizant provided you are still active on the Company's payroll. In the unlikely event that you voluntarily leave Cognizant within 12 months of your date of hire, by signing this offer you agree to reimburse the company for the entire signing bonus.

NICHE ALLOWANCE: You will be paid a niche allowance of USD \$312.50 per pay period which is an annualized amount of USD \$7,500.00. The Niche allowance will be paid on the 15th and last day of each month in accordance with our company's current policies and practices. The Niche allowance is contingent on remaining allocated to the QEA–PACE team, is subject to regular review and may be increased, decreased, or replaced by another compensation component subject to the discretion of the company.

Performance Pay: Eligible associates may receive Performance Pay, a non–recurring reward that provides recognition of prior year's performance. Performance Pay is discretionary, subject to executive management approval, and will vary from year to year. This performance incentive is derived as a result of both company and individual performance. Associates must be active on the Company's payroll at the time of payout in order to receive Performance Pay.

All aforementioned components of your cash compensation will be subject to customary deductions and withholdings as required by law or as authorized by you.

VACATION: You will be entitled to 10 days of personal leave, plus normal Company holidays, subject to the Company's applicable accrual and carry–over rules.

BENEFITS: As a full–time, regular employee of Cognizant, you will be eligible to receive benefits which the Company offers subject to applicable vesting periods and eligibility requirements.

COMPLIANCE WITH COMPANY POLICIES: As an employee of Cognizant, you will be expected to comply with the Company's personnel and other policies including, but not limited to, the Company's policy requiring your ongoing compliance with the NDA, and the Company's policies prohibiting discrimination and unlawful harassment, conflicts of interest and violation of any applicable laws in the course of performing your job duties and responsibilities. You also agree to adhere to all confidentiality obligations of any previous employer, that you will not bring any confidential information from your prior employer to Cognizant or provide such confidential information to Cognizant, and that you will not use any such confidential information for any purpose in the course of your employment at Cognizant.

OFFER ACCEPTANCE: If you accept this offer, and the conditions of this offer are satisfied, this letter and the NDA shall constitute the complete agreement between you and Cognizant, with respect to the terms and conditions of your employment. Any representations, promises or agreements, whether written or oral, that are not expressly written in this letter or are contrary to or conflict with this letter, which may have been made to you by any person, are expressly replaced by this letter. The terms and conditions of your employment pursuant to this letter may not be changed except as otherwise expressly specified in this letter or in the NDA.

We will be delighted to have you join us. If the foregoing is acceptable to you, please print, sign, date and scan all pages as one document and return to the Company. Please retain a copy for your records. Please be sure to complete

pre-joining documents on our Welcome Center per the instructions that will be sent to you shortly.

If you have any questions regarding the contents of this letter, employment with Cognizant or the enclosed materials, please contact your recruiter, Shabana Najmuddin at 201 417 9242 or shabana.najmuddin@cognizant.com.

Sincerely,



Atish Mitra
Assistant Vice President Recruiting – North America
Cognizant Technology Solutions U.S. Corp.

I HAVE READ, UNDERSTAND AND ACCEPT THE ABOVE OFFER OF EMPLOYMENT AND AGREE TO THE TERMS AND CONDITION SET FORTH ABOVE:

Madhan Raj Vanangamudi

Name



Signature

05/22/2019
Date (Month, Day, Year) or (MM/DD/YY)