



FROM Pradeep,

TO Cognizant Technology Solutions India Private Limited

I Read and Understood the below Candidate Privacy policy.

Before submitting your details, please read our [Candidate Privacy](#) Notice which provides important information about the collection and use of your personal information for recruitment purposes, including information on your individual rights.

If your job application is unsuccessful, please let us know if you would like us to retain your details so that we can keep in touch with you about other future job opportunities at Cognizant and send you other useful recruitment related information. If you chose to sign up to receive this information from Cognizant, we will use your personal information to match you with future roles that we believe may be suitable and to send you relevant communications and campaigns via email and/or SMS. For further information about how we will collect and use your personal information for this purpose, please read our [Talent Search Privacy Notice](#), which supplements the Candidate Privacy Notice.

Supplemental Privacy Notice (Applicable Only For India).

Cognizant Technology Solutions Corporation and its affiliated companies (“Cognizant” “we” or “us”) are firmly committed to protecting your privacy. This notice is supplemental to the Candidate Privacy Notice (“CPN”) and applies only to candidates within India.

(Note: Please contact your recruitment manager for assistance if you are unable to access the link to the CPN)

When you apply for a role at Cognizant, we will use the personal information you provide to assess your suitability and fitness for the role using the assistance of automated processing tools. For further information, please read our **Talent Search Privacy Notice (“TSPN”)**, which supplements the Candidate Privacy Notice.

If, at any time, you have questions or concern about us using automated processing tools to assess your application, please email us at <mailto:SAR@cognizant.com>. In addition, you may submit concerns or complaints to the Data Protection Officer at DataProtectionOfficer@cognizant.com.

During the recruitment process, Cognizant will collect your Permanent Account Number (“PAN”) for the purposes of processing your job application and to prevent the duplication of job applications. This is in line with Cognizant’s legitimate interest to optimize and improve its recruitment process. Your PAN will only be used for the aforementioned purposes and will be protected in accordance with Cognizant’s security policies.

You may choose to not disclose your PAN to us. However, please be advised that this information is a mandatory prerequisite to the processing of your job application. You cannot proceed further and submit your job application if you choose not to disclose your PAN to us and submit acknowledgement as mentioned below.

Cognizant will conduct your Digital Background Validation (‘Digital Validation’) if your job application is successfully processed, and you are shortlisted. The Digital Validation will be

performed by Cognizant empanelled vendor(s) ['Cognizant Vendor(s)] on behalf of Cognizant using your PAN and Universal Account Number ('UAN'), at the pre-offer stage. The purpose of Digital Validation is to avoid proxy candidates and address moonlighting issue before rolling out the offer to shortlisted candidates. The Digital Validation includes identity check, salary history check and employment history check of the shortlisted candidates by extracting and analysing the relevant details from Income Tax portal (www.eportal.incometax.gov.in) and EPFO portal (www.unifiedportal-mem.epfindia.gov.in). If shortlisted, Cognizant will share your basic identity details such as name, candidate ID, personal phone number, personal email address, employment history with Cognizant Vendor(s) for them to initiate the Digital Validation. As part of the Digital Validation process, Cognizant and Cognizant Vendor(s) will be purview to your personal information such as employment history as updated in the EPFO portal, salary history as per 26AS statement as updated in the Income Tax Portal, UAN and PAN. If you are shortlisted, you will be provided more information before the Digital Validation process is initiated.

Acknowledgment

If you are located in a country outside India, by clicking 'I Confirm', you confirm that you have read the Talent Search Privacy Notice and Candidate Privacy Notice.

If you are located in India, by clicking 'I Confirm', you hereby provide your consent to the processing of your personal information by Cognizant in accordance with the terms of the CPN, the TSPN and the Supplemental Privacy Notice. By clicking 'I Confirm', you further acknowledge that:

You have fully read and understood the CPN, TSPN and the Supplemental Privacy Notice;

You voluntarily consent to the terms of the CPN, TSPN and the Supplemental Privacy Notice;

You have the right to refuse to disclose your personal information; and

You have the right to withdraw your consent to the processing of your personal information at any time.

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