

Ref No: 8395013

27-Dec-2016

Sridhar S



Dear Sridhar,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Associate - Projects** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Chennai**.

Your Annual Total Compensation will be **Rs.900,000**. This includes an annual incentive indication of **Rs.45,000**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **72** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before **02-Jan-2017**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

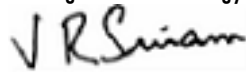
Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Sriram V Rajagopal

SVP - Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Sridhar S **Designation:** Associate - Projects

Sl. No.	Description	Monthly	Yearly
1	Basic	24,950	299,400
2	HRA @60% of basic*	14,970	179,640
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1,250	15,000
5	Company's contribution of PF #	2,994	35,928
6	Advance Statutory Bonus***	2,000	24,000
7	Special Allowance*	24,286	291,432
8	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		900,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		916,000

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage of **Rs.250,000** per annum
- Round the Clock Personal Accident & Life Insurance coverage
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* Flexible Benefit Plan: Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Incentive Indication: Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details.

Annexure- C

Relocation allowance

You are hereby informed that upon accepting the terms and conditions of your employment with Cognizant, you will be eligible for reimbursement of the expenses incurred by you towards your joining Cognizant at **Chennai** at actuals and subject to an upper limit of **Rs.25,000**.

The following expenses would be eligible to be reimbursed subject to the entitlements:

- Expenses related to movement of personal effects, domestic goods and vehicle.
- Insurance expenses incurred towards movement of the above said goods.
- Travel expenses incurred by the candidate and 3 dependents. Dependents can include spouse, and children.
- You can choose any convenient mode of travel - air, train, bus or cab/car

The above said expenses for relocation are reimbursable subject to the following:

- All bills should be in your name.
- Where own car is used, the fuel expenses and toll fees paid accompanied by bills shall be eligible for reimbursement.
- Where journey is performed by train or air, the relevant train tickets and boarding passes need to be submitted.
- Where own car is used, the fuel expenses and toll fees paid accompanied by bills shall be eligible for reimbursement

****Applicable for International worker :** Parents will be considered as dependent, bills for transport of goods should be accompanied by details of the content of the shipment and customs duties levied on overseas shipments shall not be eligible for reimbursement

The expenses incurred shall be claimed for reimbursement within 3 months of joining Cognizant, accompanied by the approval of the TAG lead.

Kindly note the points below:

1. In the event that you fail to be on rolls of Cognizant for a continuous period of 12 months, you shall repay the amount reimbursed to you as relocation expenses. Failure to repay the reimbursed expense will entitle Cognizant to proceed for recovery of the amount paid.
 2. Submission of bills that are not towards the relocation expenses and not authentic, will entitle Cognizant to deal with the issue as it deems fit.
 3. Any expense as a result of transfers/relocation between Cognizant facilities in a city will not be reimbursed.
- I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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