



**Cognizant**

October 28, 2010

Arindam Dey  
ECE  
Combined Campus Drive

Dear Arindam,

With reference to the discussions we had with you, we are pleased to appoint you as **Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited.**

During your probation cum training period of 12 months, you are entitled to an annual total compensation and benefits package of **Rs.301,500/-**. This includes an annual incentive component (target) of **Rs.20,000/-** as well as company's contribution of **Rs.11,500/-** towards benefits such as Medical, Accident Insurance and Gratuity.

On successful completion of the probation cum training period, your annual total compensation package would stand revised to **Rs. 335,000/-**. This includes an annual incentive component of **Rs. 20,000/-**. The Organization will continue its contribution towards benefits such as Medical, Accident Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules and regulations in vogue and those that may change from time to time.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and mark sheets in support of your educational qualifications (10<sup>th</sup> onwards)
2. Photocopy of your passport. Please ensure that you possess a valid Indian passport at the time of joining
3. Three-passport size and two-stamp size, color photographs.

We look forward to your joining us. Please do not hesitate to contact us (email: [campus@cognizant.com](mailto:campus@cognizant.com)) for information you may need.

Please note that this appointment is subject to your securing a First Class in your Graduation/Post-Graduation and to you being found medically fit by our Company doctor.

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.,**

Satish Jayaraman  
AVP - Human Resources