

Ref No : 6838187

January 21, 2015

Bhaskar D



Dear Bhaskar,

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.600,000**. 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 **41** 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 **January 28, 2015**. At the time of joining, please submit the following documents:

- Photocopy of your certificates and mark sheets in support of your educational qualifications (10th onwards)
- Photocopy of your passport. Please ensure that you possess a valid Indian passport at the time of joining
- Relieving letter from your previous employer and last drawn pay slip, if applicable.
- Ten-passport size color photographs
- Permanent Account Number (PAN) along with the original card
- Duly signed acknowledged copy of the offer letter

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.

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 Private Limited

Sriiram V Rajagopal

VP - Human Resources

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

Signature :

Date:

Annexure A

Name: Bhaskar D

Designation: Associate - Projects

Sl.No.	Description	Monthly	Annual
1	Basic	16,200	194,400
2	Company's contribution of PF #	1,944	23,328
3	Conveyance Allowance*	800	9,600
4	HRA @60% of basic*	9,720	116,640
5	Incentive Indication (per annum)**		45,000
6	Medical Allowance*	1,250	15,000
7	Special Allowance*	16,336	196,032
	Annual Total Compensation (ATC)		600,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		8,000
	Annual Total Remuneration (ATR)		608,000

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

- Floating Medical Insurance Coverage of Rs. 250,000.00 per annum for self and maximum of 3 non-earning dependents
- 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 subject to a minimum of Rs.780 per month. 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.