



**Cognizant**

**September 28, 2012**

Priyanka Santoria  
B.Tech - Electronics & Communication  
Jalpaiguri Govt. Eng. College  
Cognizant ID - 3904467

Dear Priyanka,

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 ("Cognizant")**.

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 Cognizant's contribution of **Rs.11,500/-** towards benefits such as Medical, Accident Insurance and Gratuity.

On successful completion of the probation period, clearing the dovetail exam and subject to you being part of a delivery project, your annual total compensation and benefits package would stand revised to **Rs. 335,000/-**. This includes an annual incentive component (target) of **Rs.20,000/-**. Cognizant 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 that you may need.

Please note that this appointment is subject to your securing a First Class in your Graduation/Post-Graduation.

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

*J R Sriram*

Sriram V Rajagopal  
VP – Human Resources