22-Oct-2016

Dear Parth Chaudhary,
B.Tech/B.E., Computer Science &Engineering
Jaypee University of Engineering and Technology

Candidate ID — 8189665

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an annual Total Remuneration (ATR) of **Rs. 338,005.** This includes an annual incentive indication of **Rs.20,000,** as well as Cognizant's contribution of **Rs.21,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs. 21,755** towards benefits such as Medical, Accident, Life 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, 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.

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 that this appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

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:	Parth Chaudhary	Designation:	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8,675	104,100
2	HRA @60% of basic*	5,205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1,250	15,000
5	Company's contribution of PF #	1,041	12,492
6	Advance Statutory Bonus***	2,000	24,000
7	Special Allowance*	5,779	69,348
8	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

• Floating Medical Insurance Coverage of **Rs. 250,000** per annum for self and maximum of 3 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. 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 a 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.