

Ref No: 11835868

03-May-2018

Vemula Reddy
M270, RBI STAFF QUARTERS,
SHYAMLAL BUILDINGS, BEGUMPET,



Dear Vemula,

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

Your Annual Total Compensation will be **Rs.1,450,000**. This includes an annual incentive indication of **Rs.70,000**. 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 **67** 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 **09-May-2018**.

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.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



Cognizant Technology Solutions India Private Limited,
Techno Complex, 5/535, Old Mahabalipuram Road,
Okkiyam, Thoraipakkam, Chennai - 600 097, India.

January 23, 2020

Dinesh Reddy Vemula
700950

Sr. Associate - Projects

Dear Dinesh Reddy,

We would like to inform you of your pay restructure, which is effective **January 01, 2020**. Your Annual Total Compensation (ATC) would continue to be **INR 1,566,004/-** which includes an annual performance-linked incentive of **INR 70,000/-**. For further details, refer Annexure A.

Except for the pay restructure mentioned above, all the other terms and conditions of your employment remain unchanged.

Thank you for your contributions to Cognizant. We look forward to your contributed expertise as we lead our clients on their digital transformation journeys.

Thank You.

Best wishes,

Cognizant Executive Management
For Cognizant Technology Solutions India Private Limited.

Annexure A

Effective Date: January 01, 2020

Name: Dinesh Reddy Vemula

Designation: Sr. Associate - Projects

| S.NO | DESCRIPTION | MONTHLY | ANNUALIZED |
|------|--|---------|------------|
| 1 | Basic | 43,650 | 523,800 |
| 2 | House Rental Allowance | 26,190 | 314,280 |
| 3 | Special Allowance | 48,339 | 580,068 |
| 4 | Medical Reimbursement | 1,250 | 15,000 |
| 5 | Company's Contribution to PF* | 5,238 | 62,856 |
| 6 | Annual Gross Compensation | | 1,496,004 |
| 7 | Incentive** | | 70,000 |
| 8 | Annual Total Compensation | | 1,566,004 |
| 9 | Skill Premium Allowance## | 7,500 | 90,000 |
| 10 | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 23,000 |
| 11 | Total Remuneration | | 1,679,004 |

***PF Contribution :** Please refer to the PF policy at [1C > Policy Repository App](#)

****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 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.

The above pay structure shall be modified at the discretion of Company without any changes to the Annual Gross Compensation (AGC).