



Cognizant

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

Plot #26, Rajiv Gandhi Infotech Park,
MIDC, Hinjewadi,

Pune - 411057, India

Phone: +91-20-229 31100

+91-20-2293 4444

Fax: +91-20-2293 3555

December 30, 2010

Amit Bhalerao

Programmer Analyst Trainee

Dear Amit:

Welcome to Cognizant! This is to inform you that effective December 30, 2010; your annual total compensation is **Rs.301, 500 /-**. This includes an annual incentive up to **Rs.20, 000/-** and an amount of **Rs.11, 500/-** towards Medical, Accident Insurance and Gratuity. The incentive amount may vary, depending on Cognizant's performance and your performance. Other details of your compensation are presented in **Annexure A**.

Please keep the details of your compensation confidential, and if the need arises, discuss it only with your Manager.

Wishing you the very best.

Yours Sincerely,

for **Cognizant Technology Solutions India Private Limited.,**

Satish Jeyaraman
Director - Human Resources

@bhalerao
30/12/2010