



Cognizant

211 Quality Circle
College Station, TX 77845
USA
Phone (979) 691-7700
Fax (979) 691-7750
www.cognizant.com

August 2, 2016

Siva Prasad Kollu
19645 N 31st Ave, Apt 1019
Phoenix, Arizona 85027

Re: Offer of Employment

Dear Siva Prasad:

Cognizant Technology Solutions U.S. Corporation ('Cognizant') is pleased to extend an offer of employment, in the position of Manager, at Manager Level. You will initially report to Maheshraj Mohanraj. Cognizant reserves the right to make any changes or modifications in the future that it believes is in the best interest of the Company's business goals and needs. Your scheduled start date will be August 8, 2016. If for any reason, the first day of employment needs to be altered, it may be done so upon written agreement by both parties. Because time is of the essence, this offer will remain open only for fourteen (14) calendar days, inclusive of the date you receive this offer letter. If you do not accept this offer within that time frame, it will expire and will no longer be available for you to accept.

This offer is contingent on the following:

- Your signing and returning of this offer letter within the prescribed timeframe above;
- The successful and satisfactory completion of your references and background verification;
- Your signing of the Non-Disclosure, Non-Solicitation and Invention Assignment Agreement ('NDA')
- Completion of all new hire paperwork received electronically
- Satisfactory verification of employment eligibility and authorization to work in the United States. You will need to present documentation of identity and employment eligibility, and complete a Form I-9 Employment Eligibility Verification form within the first 3 business days of your employment. In compliance with the Immigration Reform and Control Act of 1986, your employment at Cognizant is contingent on presenting adequate documentation within the mandatory time frame.

Employment with Cognizant is 'at-will,' meaning that it is not for any specific period of time and can be terminated by either you or by the Company at any time, with or without advance notice, and for any or no particular reason or cause.

The terms and conditions of your employment with Cognizant are described below:

CASH COMPENSATION:

BASE SALARY: You will be paid \$4,791.67 per pay period equivalent to an annual base salary of USD \$115,000.00. You will be paid your salary on the 15th and last working day of each month in accordance with the Company's current payroll policies and practices.

SIGNING BONUS: In connection with this offer, you are eligible to receive a signing bonus of \$4,000.00, which you will receive in the first paycheck occurring after 30 days of the start of your employment with Cognizant provided you are still active on the Company's payroll. In the unlikely event that you voluntarily leave Cognizant within 12 months of your date of hire, by signing this offer you agree to reimburse the company for the entire signing bonus.

All aforementioned components of your cash compensation will be subject to customary deductions and withholdings as required by law or as authorized by you.

RELOCATION: In connection with this offer, we are also extending to you the services of our Corporate Movers to assist with your move to Phoenix – AZ USA, COG–Arizona. The Corporate Movers, with coordination from the Cognizant Shared Services team, will work with you to arrange the moving of your household goods and one (1) automobile. You will also be eligible for storage of household goods for a maximum period of 30 days.

Cognizant will cover expenses incurred by the Corporate Movers up to \$6,000.00. This amount will include any expenses incurred for moving household goods, one (1) automobile and/or storage. Any unused portion of this amount is not payable to you, and any expense beyond \$6,000.00 will not be reimbursable. In addition, moves not coordinated by our Corporate Movers/Shared Services teams will not be reimbursed. Once we receive your signed offer letter, your recruiter will provide you a relocation worksheet so you may begin the process of your relocation. The relocation worksheet will contain additional terms and conditions related to relocation.

Cognizant will also reimburse you for the cost of travel for yourself and immediate family (spouse/domestic partner and children) from current residence to your new work location. Additional details on coordinating travel and submitting related expenses will be included on the relocation worksheet. You will also be eligible for hotel accommodation and rental car use for a maximum of two (2) weeks starting and including the date of arrival at your new work location. Additional details on coordinating hotel accommodations and submitting related expenses will be included on the relocation worksheet.

VACATION: You will be entitled to 10 days of personal leave, plus normal Company holidays, subject to the Company's applicable accrual and carry-over rules.

BENEFITS: As a full-time, regular employee of Cognizant, you will be eligible to receive benefits which the Company offers subject to applicable vesting periods and eligibility requirements.

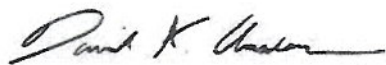
COMPLIANCE WITH COMPANY POLICIES: As an employee of Cognizant, you will be expected to comply with the Company's personnel and other policies including, but not limited to, the Company's policy requiring your ongoing compliance with the NDA, and the Company's policies prohibiting discrimination and unlawful harassment, conflicts of interest and violation of any applicable laws in the course of performing your job duties and responsibilities.

OFFER ACCEPTANCE: If you accept this offer, and the conditions of this offer are satisfied, this letter and the NDA shall constitute the complete agreement between you and Cognizant, with respect to the terms and conditions of your employment. Any representations, promises or agreements, whether written or oral, that are not expressly written in this letter or are contrary to or conflict with this letter, which may have been made to you by any person, are expressly replaced by this letter. The terms and conditions of your employment pursuant to this letter may not be changed except as otherwise expressly specified in this letter or in the NDA.

We will be delighted to have you join us. If the foregoing is acceptable to you, please sign, and date the original and the enclosed copy of this letter, return the original to the Company, and retain the copy for your records.

If you have any questions regarding the contents of this letter, employment with Cognizant or the enclosed materials, please contact your recruiter, Manjishtha Ghosh at (925) 487-6884 or Manjishtha.ghosh@cognizant.com.

Sincerely,



David Amsden
Vice President Recruiting – North America
Cognizant Technology Solutions U.S. Corp.

I HAVE READ, UNDERSTAND AND ACCEPT THE ABOVE OFFER OF EMPLOYMENT AND AGREE TO THE TERMS AND CONDITION SET FORTH ABOVE:

Siva Prasad Kollu

Name



Signature

08/02/2016

Date (Month, Day, Year) or (MM/DD/YY)