



Letter of Intent (LOI)

Superset ID: 5411640

Date: December 13, 2024

Dear Varun Bharadwaj M V,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

1. This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for **GenC** role, and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued and such Employment Agreement shall be subject to and be effective only upon your successful completion of background verification.

2. If full-time internship is offered to you,

a) You will have an opportunity to do a full-time Internship where you would be deployed into a formal training to a business specific skill track, and it will be used as basis towards your allocation to projects/roles and terms and conditions governing such training program shall be detailed in that Offer Letter.

b) It is hereby clarified that participation in this full-time Internship program shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time Internship program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

c) Cognizant shall carry no worker's compensation insurance or any health or accident insurance under this full-time internship program and not be liable to pay any contributions to applicable statutory payments such as workmen compensation, provident fund nor shall provide any other contribution or benefits which might be expected in an employer-employee relationship.

d) Cognizant will not encourage any claim with regard to compensation or other statutory payments under this LOI and it is hereby clarified that participation in this full-time internship program shall not entitle you for any benefits paid or made available to that of Cognizant employees.

3. Upon successful completion of full-time Internship program and on completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement.

4. If direct full-time employment is offered to you,

a) Upon your successful completion of background verification, you would be onboarded as a full-time employee under a definitive Employment Agreement, where you should successfully complete the Cognizant identified training program. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this LOI and full-time employment Offer Letter.

5. Upon successful completion of full-time internship and joining as full-time employee or directly joining as full-time employee, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

6. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractually relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

7. This LOI from Cognizant is valid for **7 calendar days**, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 7 calendar days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

8. Upon accepting this LOI, you hereby consent for Cognizant Technology solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email in the next few weeks to guide you on the next steps.

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

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

Maya Sreekumar

Vice President - Human Resources



(VARUN BHARADWAJ M V)

