



## Letter of Intent (LOI)

Superset ID: 6174082

Date: May 30, 2025

Dear Payal Pandey,

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. 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 / on the job training. 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.

3. Upon 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.

4. 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 contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or 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>

5. 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 In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void.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.

6. 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**

