

Ref No : 5315932

July 25, 2014

KARTHIK R

1/22, Navarathina Apartments  
Rameshwaram Road, T. Nagar



Cognizant

**Cognizant Technology Solutions India Private Ltd.**  
MEPZ - Special Economic Zone,  
Plot No: A-15,16,17(Part) B-20, C-10 & C-1 and D-2  
National Highways,  
45, Tambaram, GST Road,  
Chennai - 600 045, INDIA  
Fax : (+91-44) 30921060  
Phone : (+91-44) 30921159

Dear KARTHIK :

With reference to the discussions that we had with you, we are pleased to appoint you as **Associate - Projects** in Cognizant Technology Solutions. Your place of posting will be Chennai.

Your Annual Total Compensation will be **Rs.850,008**. This includes an annual incentive of **Rs.45,000** for the current year. This amount may vary, depending on Cognizant's performance and your performance. The break-up is presented in **Annexure A**. We would like to inform you that Cognizant has considered **77 months** of your experience as relevant, that 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 and regulations in vogue and those that may change from time to time. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. 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 **July 30, 2014**. At the time of joining, please submit the following documents:

1. Photocopy of your passport, certificates and mark sheets in support of your educational qualifications.
2. Relieving letter from all your previous employer and last drawn pay slip, if applicable.
3. Ten passport size color photographs.

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 organisation. 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.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us.

Yours sincerely,

for Cognizant Technology Solutions India Private Ltd

*J R Suman*  
VR - Human Resources

I accept the offer on the terms and conditions and shall report to work on 09/04/14

Signature: *P. Karthik*

Date: 09/04/14