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ANNEXURE-B

Terms and Conditions of Employment

You shall be governed by the following Terms and Conditions of Service ("Terms and conditions") during your employment with Cognizant Technology Solutions India Private Limited (hereafter referred to as the "Company"), and those that may be amended from time to time in future.

1. Statement of facts

a. The Company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form for employment. The Company reserves the right to terminate your services forthwith at the time of joining or at any point of time in future during your employment with the Company if any of the Information provided by you is found to be false or misleading or concealed (whether in part or whole) and / or in case of any criminal background on your part. You hereby agree and expressly authorize the Company to conduct background verification to authenticate the Information submitted by you and your criminal background, if any.

b. National Skills Registry (NSR) is set-up and managed by NSDL Database Management Limited (NDML) on behalf of NASSCOM. NSR is a website where the IT Professionals (ITPs) can register themselves to get a background check verification conducted on personal, academic and employment details. NSR system issues the ITPIN, which is a unique, lifetime valid and permanent identity to all registering ITPs. This can be used by the IT industry and its clients as a credible source of information about the IT Professionals who are being employed or put on client assignments. You are required to get yourself registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. For further details, log on to: <https://nationalskillsregistry.com>

Please note that this is for an individual cause and Company would not be responsible to bear any cost towards your NSR membership

2. Duties

a. During working hours, you shall satisfactorily perform all tasks assigned by the Supervisor, to the expected performance standards. You shall comply with the rules, regulations and procedures as notified from time to time by the Company in letter and spirit.

b. During working hours, you shall entirely devote your time, attention and abilities to the business of the Company.

c. You shall not, without the Company's prior written consent, be in any way directly or indirectly engaged in or concerned with any other business or employment during or outside your hours of work in the Company. You shall however, undertake honorary work of social or charitable nature, literary, artistic or scientific character only with the express permission from the competent authority of the Company

d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the Company. Also, you shall not divulge any confidential information or violate any agreement(s) with your prior employers or their clients.