



Cognizant Technology Solutions India Private Limited
Techno Complex, 5/535, old Mahabalipuram Road
Okkiyam Thoraipakkam
Chennai - 600 097, Tamil Nadu
CIN- U72300TN1994PTC026590
Tel: 1-800-208-6999
Fax: +91 44 4209 6060
Email: cognizantindia@cognizant.com

LETTER OF TERMINATION

Date: 12-Jun-2024

To,

Associate Name: Yogesh verma

Associate ID: 2138517

Designation: Programmer Analyst

Present address: B62A, street 5, jain road, Bhagwati Garden Extension, Dwarka Mod, New Delhi 110059, Delhi (UT)

Permanent address: H no. 4, street no. 1, kharar alipur, near hanuman temple, Hisar 125044, Haryana

Reference:

1. Show Cause Notice dated: **14-May-2024**
2. Your response to Show Cause Notice dated: **16-May-2024**
3. Personal Hearing dated: **28-May-2024**

Sub: Termination order of Employment with Cognizant Technology Solutions India Private Limited ("Cognizant").

Dear Yogesh verma,

You have been allocated to the Associate Deployable Pool since **18-March-2024**. During this period, you have been provided adequate opportunities to find a suitable project within Cognizant. However, you were unable to secure an allocation into any of the existing project for a significant period of time. In spite of the internal deployment efforts and assistance provided by Cognizant's TSC team, by providing sufficient opportunity, your skill and competency level did not match the criteria's as required to clear the selection process for opportunities available in the Project within the organization. Hence it is noticed that you have been unable to secure a project since **18-March-2024** till date and there has been no reasonable cause or



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progressive interest exhibited for getting placed in suitable project . The above act only reflects your disinterest in not getting placed in suitable project without any reasonable cause. More so we have also given you sufficient time for you to upskill or to find a suitable project matching your skill set which also went in vain and you are not able to find a suitable role in any of the Projects, which are available within Cognizant

The above conduct of yours namely remaining in the deployable pool from **18-March-2024** without performing any work cost and continues to cost serious damage to the company. Further such conduct constitutes a serious breach not only of your obligation to fulfil the terms of the contract entered into with the management and earn wages but of your duty to devote your fulltime attention to the company while receiving compensation from it.

In response to the Show Cause notice dated **14-May-2024** issued to you in regard to the acts of misconduct committed by you namely not getting assignments suitable to your qualification despite being allocated to the associate deployable pool w.e.f., **18-March-2024**, the management has received your reply dated **16-May-2024** for the SCN issued. With a view to give you an opportunity to put forth your case in person you were also granted an opportunity of personal hearing. The above charges were explained to in the enquiry meeting conducted on **28-May-2024** by appropriate authorities nominated by the company and you were given ample chances to explain your acts of misconduct. However, you have failed to provide any reasonable and acceptable explanation.

We are satisfied that the reply submitted by you and evidence collected during the personal enquiry clearly establishes the allegations levelled against you vide SCN dated **14-May-2024**. No extenuating circumstances are preventing to take a lenient view.

As a result, the Management, after considering the facts and circumstances of your case, is of the opinion that as you cannot be placed on any project since **18-March-2024** till date given the lack of skill and competence,



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there is no other option than to put an end to your employment in the Company as you remain without allocation of any work for the said period and drawing the full salary till date. Further, the terms and conditions of your employment explicitly mentions that the Company may terminate your employment on the grounds of unsatisfactory performance. Accordingly, your employment is put to an end with effect from **12-Jun-2024** by the close of business hours and the FULL and FINAL settlement dues if any including notice pay will be settled and credited to your bank account, unless otherwise you request for. A copy of the letter is being sent to your personal e-mail-yogeshverma085@gmail.com (as per our records).

If you feel that this order of dismissal can jeopardize your future career prospects /job prospects, you have an option to submit a resignation voluntarily within **7 days** of the receipt of this communication. The same shall be favorably considered, this order of dismissal shall be rescinded and you shall be treated as having resigned from the service of the company.

You may touch base with the separations team at exithelpdeskIndia@cognizant.com for your full and final settlement.

For Cognizant Technology Solutions India Pvt. Ltd.,

D. Mohanraj
D. Mohanraj (Jun 11, 2024 17:40 GMT+5.5)

D. Mohanraj

AVP - HR