

Cognizant

Ref No: 14273162

19-Mar-2020

**Yakshitha Kalakaraju,**
MSSW

Dear Yakshitha,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Jr. Executive - HR** in Cognizant Technology Services India Private Limited ("Cognizant").

You are entitled to an Annual Total Compensation (ATC) of **Rs. 500,000**. This includes an annual incentive indication of **Rs. 20,000**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are presented in **Annexure A**.

We are glad to also offer you one time Joining Bonus. Please refer **Annexure C** for further details.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Project Manager.

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 IPIN while joining the organization.

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.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please reach us on bschool@cognizant.com.

Yours sincerely,

For Cognizant Technology Services India Private Ltd.


Suresh Bethavandu**Global Head-Talent Acquisition**

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date: