

Ref No: 25433427

12-Dec-2023

Yashas H K



Dear **Yashas**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Sr. Associate - Projects** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Bangalore**.

Your annual total compensation will be **INR 1,300,000**. This includes an annual incentive target of **INR 70,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 102 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **15-Feb-2024**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"),



Ardeshir R Dastur

AVP – Talent Acquisition

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

Signature:

Date:

Compensation and Benefits

Name: Yashas H K

Designation: Sr. Associate - Projects

Sl. No.	Description	Monthly	Yearly
1	Basic	35875	430,500
2	HRA*	21525	258,300
3	Medical Allowance*	1250	15,000
4	Company's contribution of PF #	4305	51,660
5	Special Allowance*	39545	474,540
	Annual Gross Compensation		1,230,000
	Incentive Indication (per annum)**		70,000
	Annual Total Compensation		1,300,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		23,000
	Annual Total Remuneration		1,323,000

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does