

29-Jun-2020

Dear Sairamreddy Korimilla,  
B.Tech/B.E., Computer Science & Engineering  
Sri Indu Institute of Engineering and Technology



Candidate ID – 14385119

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other 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 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 ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- 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 log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,

Suresh Bethavandu  
**Global Head-Talent Acquisition**

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

Signature :

Date:

## Annexure A

Name: Sairamreddy Korimilla

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7129	85,548
	<b>Annual Gross Compensation</b>		<b>353,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>376,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	<b>Annual Total Remuneration</b>		<b>401,991</b>

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

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

# Provident Fund Wages: For the purpose of computing PF wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. # Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Contribution to ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

\* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

\*\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.


**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

## Onboarding Pass



	Candidate Name (CandidateID) : Sairam Korimilla ( 143851 )	
	Date of Joining : 09 Jan 2021	Telephone Number : 7416408779
	Blood Group : O+	Date of Birth : 23 Oct 1998
	PAN Card : CAGPR1979F	Aadhar Card Number: 345114264700

Cognizant Technology Solutions India Pvt Ltd, KITS Campus (CKC),  
Plot No. 1 & 2, Elcot IT Park, Survey, No. 602/3, Sholinganallur  
Cognizant Address : Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119,

This pass is valid only on DOJ


**SECURITY, HEALTH & SAFETY GUIDELINES FOR VISITORS IN COGNIZANT PREMISES**

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Cognizant prohibits carrying narcotic drugs, psychotropic substances and alcoholic drinks in the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate to record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safety exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building • In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed.

**EMERGENCY CONTACT**

If you witness/are involved in a safety incident please report to Cognizant Emergency Call Center immediately at 1800 258 2345

**FOR OFFICE USE ONLY:**

	Candidate Name (Candidate ID) : Sairam Korimilla ( 143851 )	
	Date of Joining : 09 Jan 2021	Telephone Number : 7416408779
	Blood Group : O+	Date of Birth : 23 Oct 1998
	PAN Card : CAGPR1979F	Aadhar Card Number: 345114264700

Cognizant Technology Solutions India Pvt Ltd, KITS Campus (CKC),  
Plot No. 1 & 2, Elcot IT Park, Survey, No. 602/3, Sholinganallur  
Cognizant Address : Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119,