



Cognizant

September 11, 2007

V Jerome Fernandez
No:18,Dhanalakshmi Street,
West Banu Nagar,Ambattur,
Chennai

Cognizant Technology Solutions India Private Ltd.
Techno Complex,
5/535 Old Mahabalipuram Road,
Okkiyam Thoraipakkam,
Chennai - 600 097, INDIA.
Phone : (+91-44) 4209 6000
Fax : (+91-44) 4209 6060

www.cognizant.com

Dear V Jerome:

With reference to the discussions that we had with you, we are pleased to appoint you as **Asst. Manager - ITIS** in Cognizant Technology Solutions. Your place of posting will be **Chennai**.

Your Annual Total Compensation will be **Rs.1,400,094**. This includes an annual incentive of **Rs.150,000** for the current year. This amount may vary, depending on Cognizant's performance and your performance. The break-up is presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules and regulations in vogue and those that may change from time to time. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on **October 08, 2007**. At the time of joining, please submit the following documents:

1. Photocopy of your passport, certificates and mark sheets in support of your educational qualifications.
2. Relieving letter from your previous employer and last drawn pay slip, if applicable.
3. Two passport size and two stamp size color photographs.

Please note that this appointment is subject to

1. You being found medically fit by the Company doctor.
2. Satisfactory professional reference checks.

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 organisation. Please refer Annexure B for more details.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us.

Yours sincerely,
for Cognizant Technology Solutions India Private Ltd

Shankar Balaji
Manager - Talent Acquisition

I accept the offer on the terms and conditions and shall report to work on 30.10.07.....

Signature:

Date: 14.9.07

Annexure A

Name.	V Jerome Fernandez	Designation: Asst. Manager - ITIS
SL #	DESCRIPTION	MONTHLY ANNUAL
1	Basic	36,460 437,520
2	HRA @ 60% of Basic	21,876 262,512
3	Special Allowance	33,130 397,560
4	Medical Allowance ***	1,250 15,000
5	Company's contribution to PF @ 12% of the Basic	4,375 52,502
6	Business Expenses Plan (in Rupees)**	85,000
7	Incentive for India (approx) *	150,000
	Annual Total Compensation	1,400,094

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

- Floating Medical Insurance Coverage of Rs.2,00,000 per annum for self and maximum of 3 non-earning dependants.
- Round the Clock Personal Accident Insurance coverage.
- Gratuity, on separation after 5 years of continuous service, payable as per Payment of Gratuity Act.

***You can claim Income Tax exemption on Medical Allowance, subject to submitting bills by October 15 (for the period April to September) and by March 15 (for the period October to March).

- ** Under Business Expenses Plan, an overall consolidated limit for your allowances has been fixed. This plan allows you to claim expenses incurred towards Conveyance and Leave Travel against applicable limits.

Conveyance claims:

For Cars owned by Employee: Conveyance reimbursement upto Rs.1,600 pm for 1600CC and Rs.1,200pm for other cars on production of bills.

For Scooter owned by Employee: Conveyance reimbursement upto Rs.600 pm on production of bills.

Alternately you can avail a flat allowance of Rs.800 per month without production of bills.

LTA claims will be treated as per existing tax laws and the remainder will be paid as Special Allowance and taxed accordingly.

- * The incentive amount is an indicative amount and may vary depending on the individual's performance and the Company's performance. The amount will be prorated for the current year depending on the date of joining. It will be paid subject to your being present in the company as of December 31.