


## Onboarding Pass



	Candidate Name (CandidateID) : Dhanashri Kale ( 1406430)	
	Date of Joining : 28 Nov 2020	Telephone Number : 8446877271
	Blood Group : O+	Date of Birth : 14 Feb 1998
	PAN Card : DZOPK0120F	Aadhar Card Number: 389312296504
Cognizant Address : Cognizant Technology Solutions India Pvt. Ltd.IDB Auditorium, Plot No. 26 & 27, Rajiv Gandhi Infotech Park,Hinjewadi Ph-1, MIDC, Pune - 411057		

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

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## Onboarding Pass



	Candidate Name (CandidateID) : Monika Narolkar ( 140642)	
	Date of Joining : 28 Nov 2020	Telephone Number : 8830635024
	Blood Group : A+	Date of Birth : 25 Mar 2000
	PAN Card : CFPPN2370Q	Aadhar Card Number: 622475123213
Cognizant Address : Cognizant Technology Solutions India Pvt. Ltd.IDB Auditorium, Plot No. 26 & 27, Rajiv Gandhi Infotech Park,Hinjewadi Ph-1, MIDC, Pune - 411057		

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M Gmail

Shashank Chhapanimohan <shashankchhapanimohan@gmail.com>



Welcome to Cognizant!

1 message

c2c@cognizant.com <c2c@cognizant.com>

Mon, Dec 9, 2019 at 7:30 PM

# Cognizant

# 25 YEARS

## Welcome to team Cognizant



### Congratulations!

You made it! We would love to have you join the Cognizant family by accepting our offer. It will be kick starting your career with the first IT services company ever to have been listed in Nasdaq 100.

Not just that, we recently celebrated a huge milestone after reaching the one lakh women associates mark.

We are super proud of our culture and collective work ethic. We know that each associate brings with them a unique set of skills and a new perspective. Together we don't just build products, we manifest synergies.

With this as our drive, you are sure to be challenged extra-hard and you take up the challenge.

Hope you are all set to come onboard with your game face on. We are certain that you will make an impact with what you bring to the table and the work that you do.

Congratulations once again and good luck!

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions



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Subject: Welcome to Cognizant!  
messages

From: Vaishnavi Sharma <sharmavaishnavi143@gmail.com>  
To: rahulxerox2014@gmail.com

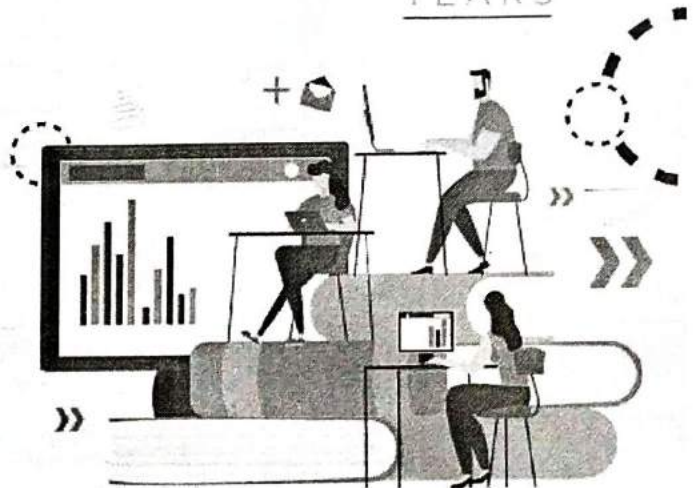
Fri, Jan 17, 2020 at 7:22 AM

----- Forwarded message -----  
From: <c2c@cognizant.com>  
Date: Dec 9, 2019 7:45 PM  
Subject: Welcome to Cognizant!  
To:  
Cc:

# Cognizant

CELEBRATING  
**25**  
YEARS

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Regards,

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Mon, Jan 20, 2020 at 7:45 AM

Vaishnavi Sharma <sharmavaishnavi143@gmail.com>  
To: rahulxerox2014@gmail.com

[Quoted text hidden]

Subject: Welcome to Cognizant!

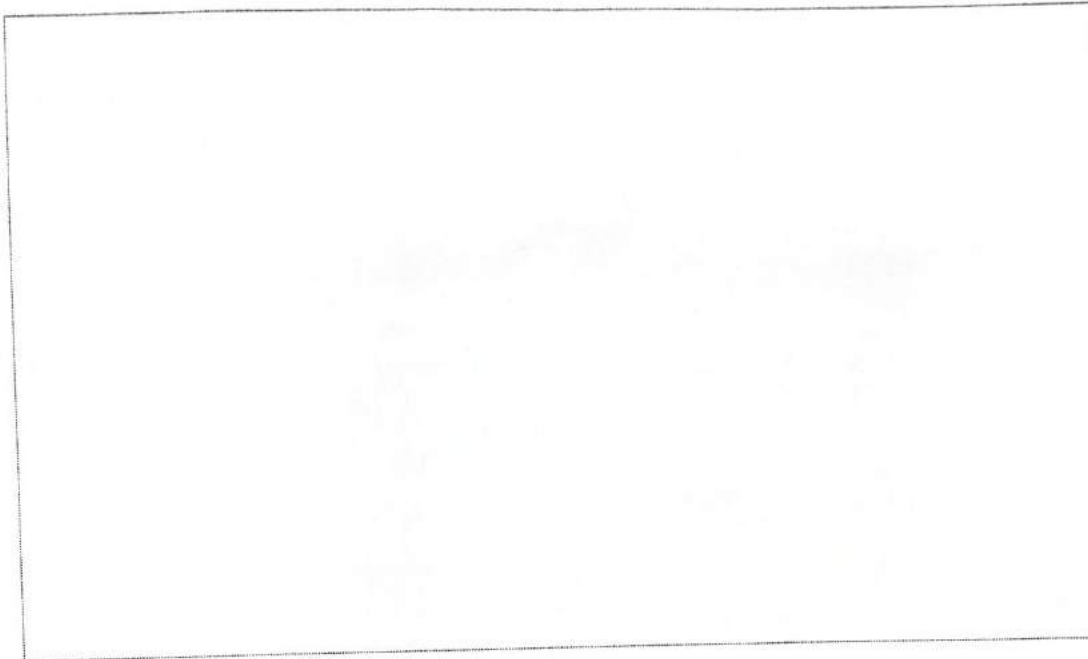
messages

Monika Narolkar <monikanarolkar@gmail.com>  
To: yashvantbookshop@gmail.com

Fri, Jan 17, 2020 at 7:47 PM

Forwarded message

From: <c2c@cognizant.com>  
Date: Mon, Dec 9, 2019, 7:45 PM  
Subject: Welcome to Cognizant!  
To:



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Human Resources - Talent Acquisition

Cognizant Technology Solutions





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5 attachments

■ image001.png  
1K

Cognizant

25

Welcome  
to team Cognizant  
>>



image006.jpg  
109K

image007.jpg  
12K

image002.gif  
1K

image007.jpg  
12K

Welcome to Cognizant!  
messages

<c2c@cognizant.com>

Mon, Dec 9, 2019 at 7:30 PM

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Messages

@cognizant.com>

Mon, 9 Dec, 2019 at 7:45 PM

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Welcome to Cognizant!

Prajwal patil <prajwalpc85@gmail.com>

Rotkar <rotkarsnehal99@gmail.com>  
<prajwalpc85@gmail.com>

----- Forwarded message -----

From: <c2c@cognizant.com>  
Date: 9 Dec 2019 7:45 pm  
Subject: Welcome to Cognizant!

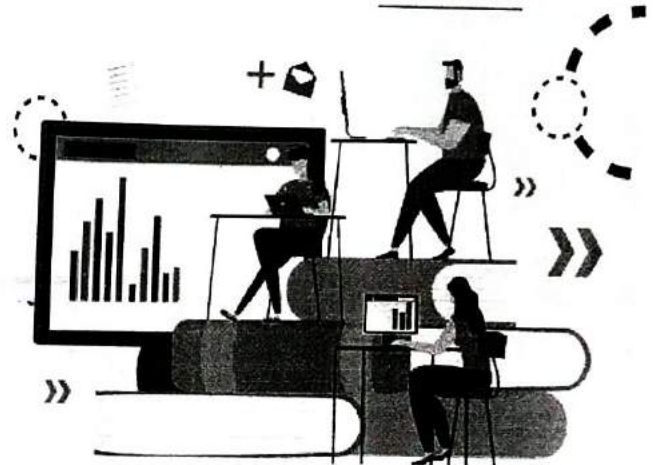
26 December 2019 at 11:29

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Human Resources - Talent Acquisition

Cognizant Technology Solutions

Date: December 16, 2019

Ref: LTI/HR/Campus/2020

Name: Prathmesh Futane

College: Shri Shivaji Science College Amravati

### OFFER OF EMPLOYMENT

Dear Prathmesh Futane,

**Welcome** to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,60,404/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

### TERMS AND CONDITIONS

**1. Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

**2. Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

**3. Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

**4. Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

**5. Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

**6. Letter Acceptance**

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltininfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar  
Sr. Manager - Campus  
Recruitment

I have read the letter and accept the same.

Signature and Date



## ANNEXURE-2

### Eligibility Criteria for Non Engineering Candidates- 2020 Batch

Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information science and Electronics
Age Criteria: As on 1st July of Passing year (2020)	Less than 23 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. <b>No year drop allowed.</b>
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	50% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule) Provisional/Passing Certificate must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	<ul style="list-style-type: none"> <li>• <b>No active/live backlogs allowed at the time of the interview process</b></li> <li>• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University.</li> <li>• This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTS/Backlogs/Arrears and re-attempts due to absenteeism.</li> <li>• Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re- attempt/ATKT/Backlog/Arrear.</li> <li>• <b>No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course</b></li> <li>• <b>Any pending Re-attempts/ATKTs/Backlogs/Arrears in the <u>current course</u> (obtained after the interview process) <u>must be attempted and cleared with the final semester examinations</u></b></li> </ul>
Nature of Course:	All Full Time courses Only
Year of Passing:	2020 SUMMER pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS

#### Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months.  
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Mobile No: \_\_\_\_\_

College Name : \_\_\_\_\_

Today's Date: \_\_\_\_\_

### Medical Insurance Premium:

The Group Mediciam Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.  
Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

### Notes:

- 1) Basic will be reckoned for PF, Gratuity (if applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
- 8) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

\*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



**ANNEXURE-1**

Name	: Prathmesh Futane	Date	: December 16, 2019
Salary Grade	: AT		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		3,000	
<b>A. Base Salary (PA)</b>	<b>216,000</b>	<b>18,000</b>	
Annual Incentive	10,000		
<b>B. Total Variable (PA)</b>	<b>10,000</b>		
<b>C. Total Target Cash (A+B)</b>	<b>226,000</b>		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	4,140		
<b>D. Retirals &amp; Other Benefits</b>	<b>34,404</b>		
<b>Cost to Company (CTC) C+D</b>	<b>260,404</b>		



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Mon, Dec 9, 2019 at 7:45 PM

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✓  
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message

<c2c@cognizant.com>

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Not just that, we recently celebrated a huge milestone after reaching the one lakh women associates mark.

We are super proud of our culture and collective work ethic. We know that each associate brings with them a unique set of skills and a new perspective. Together, we don't just build products, we manifest synergies.

With this as our drive, you are sure to be challenged each day in any project you take up with us.

Hope you are all set to come onboard with your game face on. We are certain that you will make an impact with what you bring to the table and the work that you do.

**Congratulations once again and good luck!**

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions



Shashank Chhapanimohan <shashankchhapanimohan@gmail.com>



Mon, Dec 16, 2019 at 4:32 PM

z@Intinfotech.com <Campbuzz@Intinfotech.com>  
ankchhapanimohan@gmail.com

Shashank Chhapanimohan,  
Congratulations !!!

You have been selected to be a part of LTI.

Further to your selection, find attached your Offer of Employment.

In an endeavor to stay connected with you, given below are your credentials to our CampBuzz Portal:

UserName :2020Dec@04160  
Password : newuser123#

CampBuzz Portal Link :<https://campbuzz.ltininfotech.com>

Kindly complete the following steps on the CampBuzz Portal within 7 days from the date of the attached letter:

1. Login to the CampBuzz Portal with the given credentials.
2. Upload the acknowledged(duly signed) scanned soft copy of your Offer of Employment in the 'Documents Upload' section of the 'Candidate Registration form'  
Home->Candidate Registration Form->Documents Upload
3. Register yourself by filling the 'Candidate Registration Form' on the portal & submitting the same through the General details tab of the form.  
Home->Candidate Registration form->Personal Details/Education Details/Family Details/Languages Known->General Details

**Please note: It is mandatory to complete the above mentioned steps on the CampBuzz Portal within seven(7) days from the date of the attached letter failing which your Offer of Employment with LTI stands cancelled.**

'We believe in excelling through continuous improvement & hence, your feedback about our campus recruitment process is of utmost importance to us!'

Request to share your valuable feedback through the link mentioned below:  
LTI-Campus Recruitment Process Feedback form

Wishing you all success in this new journey to the corporate world. Meet you soon at LTI!!

Thanks & Regards,  
Campus Recruitment Team

**LTI**

Larsen & Toubro Infotech Ltd.

This is a system generated mail. Please do not 'Reply To' this mail.

2020Dec@04160\_OfferOfEmployment.PDF  
759K





**wd: Welcome to Cognizant!**  
message

Bhushan Patil <bhushanpatil1885@gmail.com>

**Dhanashri Kale** <dhanashrikale9140@gmail.com>  
To: bhushanpatil1885@gmail.com

Wed, Jan 22, 2020 at 4:49 PM

----- Forwarded message -----  
From: <c2c@cognizant.com>  
Date: Mon 9 Dec, 2019, 7:45 PM  
Subject: Welcome to Cognizant!  
To:

## **Congratulations!**

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**Congratulations once again and good luck!**

Regards,