



Cognizant

Cognizant Technology Solutions India Private Limited
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Keeranatham Village
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Coimbatore - 641 035, INDIA.
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November 24, 2011

Anandhabadmanaban N
Programmer Analyst Trainee

Dear Anandhabadmanaban N:

Welcome to Cognizant! This is to inform you that effective **November 24, 2011**, your annual total compensation is **Rs.301,500 /-**. This includes an annual incentive up to **Rs.20,000/-** and an amount of **Rs.11,500/-** towards Medical, Accident Insurance and Gratuity. The incentive amount may vary, depending on Cognizant's performance and your performance. Other details of your compensation are presented in **Annexure A**.

Please keep the details of your compensation confidential, and if the need arises, discuss it only with your Manager.

Wishing you the very best.

Yours Sincerely,

for **Cognizant Technology Solutions India Private Limited.,**

Satish Jeyaraman
AVP - Human Resources

Annexure A

Name: Anandhabadmanaban N

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Annual
1	Basic	7875	94,500
2	HRA @ 60 percent of the Basic*	4,725	56,700
3	Special Allowance*	6,905	82,860
4	Conveyance Allowance*	800	9,600
5	Medical Allowance*	1,250	15,000
6	Company's contribution of PF @ 12% of the Basic	945	11,340
7	Incentive Indication (approx)**		20,000
	Company's contribution towards benefits such as Medical, Accident Insurance and Gratuity.		11,500
	Annual Total Compensation		301,500

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

- Floating Medical Insurance Coverage of Rs. 1,00,000 per annum for self and maximum of 3 non-earn dependants.
- Round the Clock Personal Accident Insurance coverage.
- Gratuity, on separation after 5 years of continuous service, payable as per Payment of Gratuity Act.

* **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

- Choose from a bouquet of allowance or benefits
- Redefine your salary structure within prescribed guidelines
- Optimize your earnings

** The Incentive amount will be lower or higher, as the case maybe depending upon your performance and that of company. It will be subjected to your being present on company rolls as of December 31, 2011.