



Cognizant,  
No. 5/535 Old Mahabalipuram Road,  
Okkiyam Thoraipakkam,  
Chennai-600097, India

November 25, 2021

J Balaji  
894524  
Programmer Analyst Trainee  
Dear J,

Thank you for your contribution to Cognizant's another year of strong growth. We sincerely appreciate your passion to *challenge the status quo and help drive excellence in our business operations* in order to sustain our market leadership.

We are happy to announce that you are being confirmed in the services of the company with effect from **December 12, 2021** to the designation of **Programmer Analyst**. We are pleased to inform you that your Annual Total Compensation (ATC) has been revised to Rs. **431,240/-** which includes an annual performance-linked incentive of Rs. **20,000/-**. For further details, please refer to Annexure A.

Except for the revision to your Annual Total Compensation and your incentive, all the other terms and conditions of your employment remain unchanged.

We look forward to your continued support in helping our clients build stronger businesses.

Best wishes,

Cognizant Executive Management  
For **Cognizant Technology Solutions India Private Limited**

## Annexure A

**Effective Date:** December 12, 2021

**Name:** J Balaji

**Designation:** Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	12,000	144,000
2	House Rental Allowance	7,200	86,400
3	Special Allowance	9,220	110,640
4	Medical Reimbursement	1,250	15,000
5	Advance Statutory Bonus**	2,000	24,000
6	Conveyance Allowance	800	9,600
7	Company's Contribution to PF*	1,800	21,600
8	Annual Gross Compensation		411,240
9	Incentive**		20,000
10	Annual Total Compensation		431,240
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		450,740

You may read about your India Total Rewards (C&B) at [1C > Total Rewards App](#)

\*PF is contributed at 12% of your basic subject to a minimum of Rs. 780 per month. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

\*\***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 pro-rated to the duration spent with Cognizant for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of the payment of the incentive.

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