



Cognizant Technology Solutions India Private Limited,  
Techno Complex, 5/535, Old Mahabalipuram Road,  
Okkiyam, Thoraipakkam, Chennai - 600 097, India.

**October 20, 2017**

**Kaustuba T M**  
**532584**  
**Programmer Analyst**

**Dear Kaustuba,**

We thank you for your contribution to a solid 2016 and a strong first-half of 2017.

We sincerely appreciate your passion and dedication in helping our clients transform their business, operating and technology models to achieve the full value of digital at scale.

We are happy to announce that your Annual Total Compensation (ATC) is revised to **INR385,004/-** which includes an annual performance-linked incentive of **INR 20,000/-**. Your revised compensation is effective from **October 01, 2017**. For further details, please refer to ***Annexure A***.

All terms and conditions of your employment other than your revised total compensation remain unchanged.

We look forward to your continued support and commitment in accelerating our shift to digital services and solutions.

Best wishes,

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

## Annexure A

**Effective Date:** October 01, 2017

**Name:** Kaustuba T M

**Designation:** Programmer Analyst

| S.NO | DESCRIPTION  | MONTHLY | ANNUALIZED |
|------|--|---------|------------|
| 1    | Basic  | 10,650  | 127,800    |
| 2    | House Rental Allowance   | 6,390   | 76,680     |
| 3    | Special Allowance  | 8,049   | 96,588     |
| 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*  | 1,278   | 15,336     |
| 8    | Annual Gross Compensation  | 365,004 |            |
| 9    | Incentive**  | 20,000  |            |
| 10   | Annual Total Compensation  | 385,004 |            |
| 11   | Company's contribution towards benefits (Medical, Accident and Life Insurance) | 16,000  |            |
| 12   | Total Remuneration   | 401,004 |            |

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

\***PF** is contributed at 12% of your Basic. If you are an International Worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

\*\***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 payout of the incentive.

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

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