



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

August 21, 2018

Chiranjibi Panigrahi  
454249  
Associate - Projects

Dear Chiranjibi,

Thanks to your dedication, focus and creativity, Cognizant continues to be a market leader in driving innovative solutions for our clients.

As a result of your efforts, we're pleased to inform you that your Annual Total Compensation (ATC) is revised to INR **939,672/-** effective **July 01, 2018** . This includes an annual performance-linked incentive of INR **45,000/-**. In addition to your ATC you will also be eligible for additional allowance (s) of INR **60,000/-**. For further details, please refer to ***Annexure A***.

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

We look forward to your continued expertise in accelerating our shift to digital.

Best wishes,

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

## Annexure A

**Effective Date:** July 01, 2018

**Name:** Chiranjibi Panigrahi

**Designation:** Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	26,100	313,200
2	House Rental Allowance	15,660	187,920
3	Special Allowance	25,614	307,368
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*	3,132	37,584
8	Annual Gross Compensation	894,672	
9	Incentive**	45,000	
10	Annual Total Compensation	939,672	
11	Skill Premium Allowance##	5,000	60,000
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)	18,000	
13	Total Remuneration	1,017,672	

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.

**##Skill Premium Allowance** : This is a special allowance given to you in recognition of the skill (s) that you possess. This will be paid to you on a monthly basis as part of the India payroll cycle and pro-rated for the duration you are in India payroll in the month.

The above allowances are(is) an Adhoc ex-gratia payment at the absolute discretion of Cognizant subject to the applicable taxes/statutory deductions. This and such other policies of Cognizant does not cast any independent rights to you or any associate to claim it as a matter of right at any point of time either during the course of your/their employment or after the cessation of your/their employment with Cognizant. Cognizant reserves the absolute rights to abandon, withdraw or modify (either in full or in part) this Adhoc ex-gratia payment without any prior intimation, consent or notice to or from any person including you.

For Internal Circulation only; not valid for other purpose unless duly authorized.  
Cognizant Technology Solutions India Private Limited.