



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

September 16, 2019

Nikitha Arjunan
626578
Programmer Analyst

Dear Nikitha,

We're pleased to inform you that your Annual Total Compensation (ATC) is revised to INR **398,204/-** effective **July 01, 2019**. This includes an annual performance-linked incentive of INR **20,000/-**. In addition to your ATC you will also be eligible for additional allowance(s) of INR **25,000/-**. For further details, please refer to ***Annexure A***.

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

Thank you for your contributions to Cognizant. We look forward to your contributed expertise as we lead our clients on their digital transformation journeys.

Best wishes,

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

Annexure A

Effective Date: July 01, 2019

Name: Nikitha Arjunan

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	11,050	132,600
2	House Rental Allowance	6,630	79,560
3	Special Allowance	7,987	95,844
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	378,204	
9	Incentive**	20,000	
10	Annual Total Compensation	398,204	
11	Cognizant Business Allowance****	25,000	
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)	18,000	
13	Total Remuneration	441,204	

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

***PF Contribution :** Please refer to the PF policy at [1C > Policy Repository App](#)

****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.

The above pay structure shall be modified at the discretion of Company without any changes to the Annual Gross Compensation (AGC).

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

******Cognizant Business Allowance** is paid to associates with Niche skills and (or) associates part of critical customer/internal engagements. This amount will be paid until June 2020 on a quarterly basis along with the payroll during the months of Sep, Dec, Mar & Jun. The amount will be pro-rated to the duration spent with Cognizant India (based on number of days in the quarter) and will be paid to you only if you are active in Cognizant India payroll on the day of the payment. 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.

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