



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

October 7, 2021

Praveen Prabhu Elangovan  
612790  
Associate - Projects  
Associate

Dear Praveen Prabhu,

As a part of our Cognizant team, you engineer impact – and in return, we aim to reward and celebrate you for your performance. We are pleased to be able to award you with a merit increase based on your important contributions to our team. Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life!

Your new compensation is effective from **October 01, 2021**. Please refer to *Annexure A* for your updated compensation details.

Thank you for all you do!

Best wishes,

Cognizant Executive Management

For internal circulation only; not valid for other purposes unless duly authorized.

**Annexure A**

ID: 612790

Name: Praveen Prabhu Elangovan

Effective Date: October 01, 2021

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	25,675	308,100
2	House Rental Allowance	15,405	184,860
3	Special Allowance	18,073	216,876
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*	3,081	36,972
8	Contribution Pay***	7,003	84,036
9	Annual Gross Compensation		879,444
10	Incentive**		45,000
11	Annual Total Compensation		924,444
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
13	Total Remuneration		943,944

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

All payments will be subject to withholding of applicable income and employment taxes.

All pay components are applicable as of the effective date above based on eligibility.

\*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).

\*\*\*Contribution Pay is a reward for your valuable contribution to Cognizant in 2020. This will be paid to you through December 31, 2021. Your monthly contribution pay will merge with your special allowance effective Jan 1, 2022.

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

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