



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

December 13, 2020

Ragu Ram
674541
Programmer Analyst

Dear Ragu,

Congratulations on your promotion! As we drive toward a best-in-class, high-performance culture, we are pleased to reward the talent who help us deliver on our Purpose to engineer modern businesses to improve everyday life.

You are promoted to the position of **Associate - Projects** effective **October 01, 2020**. Your compensation is also increased effective from **October 01, 2020**. Please refer to **Annexure A** for your updated compensation details, which includes a merit pay increase along with the increase for your promotion. All other terms and conditions of your employment remain unchanged.

Thank you for all you do.

Best wishes,

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

Annexure A

Effective Date: October 01, 2020

Name: Ragu Ram

Designation: Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	15,025	180,300
2	House Rental Allowance	9,015	108,180
3	Special Allowance	13,024	156,288
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*	1,803	21,636
8	Annual Gross Compensation		515,004
9	Incentive**		45,000
10	Annual Total Compensation		560,004
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		579,504

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 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 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.