



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

October 7, 2021

Rajesh Juvvalapati  
762606  
Software Engineer  
Associate

Dear Rajesh,

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

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## Annexure A

**ID:** 762606

**Name:** Rajesh Juvvalapati

**Effective Date:** October 01, 2021

**Country:** India

**Currency:** INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	43,625	523,500
2	House Rental Allowance	26,175	314,100
3	Special Allowance	33,832	405,984
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*	5,235	62,820
8	Contribution Pay***	11,667	140,004
9	Annual Gross Compensation		1,495,008
10	Incentive**		45,000
11	Annual Total Compensation		1,540,008
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
13	Total Remuneration		1,559,508

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.

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