



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

December 13, 2020

Ramasamy Jayaraman  
808034  
Programmer

Dear Ramasamy,

We are pleased to inform you that effective **October 01, 2020** your Annual Total Compensation(ATC) has been revised to **INR 267,873/-**. The Annual Total Compensation includes an annual performance - linked incentive of **INR 12,000/-**.

For further details, please refer **Annexure A**.

Except for the revision to your Annual Total Compensation and your incentive, all the other terms and conditions of your employment 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:** October 01, 2020

**Name:** Ramasamy Jayaraman

**Designation:** Programmer

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	7,475	89,700
2	House Rental Allowance	4,485	53,820
3	Special Allowance	3,165	37,980
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*	1,589	19,077
8	ESI	558	6,696
9	Annual Gross Compensation		255,873
10	Incentive**		12,000
11	Annual Total Compensation		267,873
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
13	Total Remuneration		287,373

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 payment 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.