



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

September 12, 2021

Shenpaga Uma Sekar
835177
Programmer
Programmer

Dear Shenpaga,

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: 835177

Name: Shenpaga Uma Sekar

Effective Date: October 01, 2021

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	8,150	97,800
2	House Rental Allowance	4,890	58,680
3	Special Allowance	3,754	45,048
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	ESI	612	7,344
9	Annual Gross Compensation		279,072
10	Incentive**		12,000
11	Annual Total Compensation		291,072
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
13	Total Remuneration		310,572

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).

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

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Cognizant Technology Solutions India Private Limited.