



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

October 11, 2022

Sonia Shaw
873160

Dear Sonia,

We are pleased to celebrate your performance and to award you with a promotion to the position of **Associate** at the level of **Associate** effective **October 01, 2022**.

Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life.

Your promotion increase will be effective on **October 01, 2022** which also includes your merit increase. Please see your updated compensation details at the end of this e-Letter.

Thank you for all you do.

Best Wishes,

Cognizant Executive Management

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Annexure

ID: 873160

Name: Sonia Shaw

Designation: Associate

Level: Associate

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	19,550	234,600
2	House Rental Allowance	11,730	140,760
3	Special Allowance	18,157	217,884
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*	2,346	28,152
8	Annual Gross Compensation		669,996
9	Incentive**		45,000
10	Annual Total Compensation		714,996
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		734,496

All other terms and conditions of your employment remain unchanged.

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.

**** 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.

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Cognizant Technology Solutions India Private Limited