



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

Jan 17, 2025

Kummara Yaswanth  
2145914

Dear Yaswanth,

We are pleased to recognize your performance and to award you with a promotion to the position of Associate at the level of Associate effective Feb 15, 2025.

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 Feb 15, 2025.

Flexible Benefit Plan Mypay >> MyDefinitions FBP policy) have been reviewed and updated so that they reflect prevailing market practices. You Can read more about these

Please see your updated compensation details at the end of this e-Letter. All other terms and conditions of your employment remain unchanged.

Thank you once again.

Best Wishes,

Cognizant Executive Management

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## Annexure

ID: 2145914

Name: Yaswanth K

Effective Date: Feb 15, 2025

Designation: Associate

Level: Associate

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	17,650	211,800
2	House Rental Allowance	10,590	127,080
3	Special Allowance	13,017	156,204
4	Advance Statutory	2,000	24,000
5	Conveyance Allowance	5,042	60,504
6	Company's Contribution to PF*	2,118	25,416
7	Annual Gross Compensation	605,004	
8	Incentive"	45,000	
9	Annual Total Compensation	650,004	
10	Company's contribution towards benefits (Medical, Accident and Life Insurance)	19,500	
11	Total Remuneration	669,504	

All payments will be subject to withholding of applicable income and employment taxes.

All pay components represent cash compensation only and are applicable as of the effective date above.

You may View your Total remuneration package at [IC > MY Rewards](#)

•PF is contributed as per Statutory Norms

"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