



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

January 2, 2022

Uvaraja Chandrasekaran  
788554  
Associate

Dear Uvaraja,

We would like to inform you of your pay restructure, which is effective **January 01, 2022**. Your Annual Total Compensation (ATC) would continue to be **INR 934,992/-** which includes an annual performance-linked incentive of **INR 45,000/-**. For further details, refer Annexure A.

Except for the pay restructure mentioned above, 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.

Thank You.

Best wishes,

Cognizant Executive Management  
For **Cognizant Technology Solutions India Private Limited.**

## Annexure A

**Effective Date:** January 01, 2022

**Name:** Uvaraja Chandrasekaran

**Designation:** Associate

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	25,975	311,700
2	House Rental Allowance	15,585	187,020
3	Special Allowance	25,439	305,268
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*	3,117	37,404
8	Annual Gross Compensation		889,992
9	Incentive**		45,000
10	Annual Total Compensation		934,992
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		954,492

**\*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 a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

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.