



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

September 18, 2021

Uvaraja Chandrasekaran
788554
Associate
Associate

Dear Uvaraja,

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:** 788554**Name:** Uvaraja Chandrasekaran**Effective Date:** October 01, 2021**Country:** India**Currency:** INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	25,975	311,700
2	House Rental Allowance	15,585	187,020
3	Special Allowance	18,356	220,272
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	Contribution Pay***	7,083	84,996
9	Annual Gross Compensation		889,992
10	Incentive**		45,000
11	Annual Total Compensation		934,992
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
13	Total Remuneration		954,492

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).

*****Contribution Pay** is a reward for your valuable contribution to Cognizant in 2020. This will be paid to you through December 31, 2021. Your monthly contribution pay will merge with your special allowance effective Jan 1, 2022.

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

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