



Cognizant, Ground floor, SDB 1, Plot No. H-4,
SIPCOT IT Park, Padur Post, Siruseri,
Chengalpattu District 603103,
Tamil Nadu, India.

July 22, 2025

Shiva Vattem
2091452

Dear Shiva,

We are pleased to recognize your performance and to award you with a promotion to the position of **Software Engineer** at the level of **Associate** effective **July 01, 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 **July 01, 2025**.

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: 2091452

Name: Shiva Vatterm

Effective Date: July 01, 2025

Designation: Software Engineer

Level: Associate

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	16,200	194,400
2	House Rental Allowance	9,720	116,640
3	Special Allowance#	11,761	141,132
4	Advance Statutory Bonus#*	2,000	24,000
5	Conveyance Allowance	4,625	55,500
6	Company's Contribution to PF*	1,944	23,328
7	Annual Gross Compensation		555,000
8	Incentive**		45,000
9	Annual Total Compensation		600,000
10	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
11	Total Remuneration		619,500

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 [1C > MyRewards](#)

***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 India