



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

December 12, 2020

Abhisek Tripathy
710663
Sr. Infra Developer

Dear Abhisek,

Congratulations on your merit increase. As we drive toward a best-in-class, high-performance culture, we are pleased to reward the talent who help us deliver on our Purpose to engineer modern businesses to improve everyday life.

Your new compensation is effective from **October 01, 2020**. Please refer *Annexure A* for your updated compensation details. All other terms and conditions of your employment remain unchanged.

Thank you for all you do!

Best wishes,

Cognizant Executive Management

For **Cognizant Technology Solutions India Private Limited**

Annexure A**Effective Date:** October 01, 2020**Name:** Abhisek Tripathy**Designation:** Sr. Infra Developer

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	25,900	310,800
2	House Rental Allowance	15,540	186,480
3	Special Allowance	25,386	304,632
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*	3,108	37,296
8	Annual Gross Compensation	887,808	
9	Incentive**	45,000	
10	Annual Total Compensation	932,808	
11	Skill Premium Allowance##	2,917	35,004
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)	19,500	
13	Total Remuneration	987,312	

You may read about your India Total Rewards (C&B) at [1C > Total Rewards App](#)

*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).

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

##Skill Premium Allowance : This is a special allowance given to you in recognition of the skill(s) that you possess. This will be paid to you on a monthly basis as part of the India payroll cycle and pro-rated for the duration you are in India payroll in the month.

The above allowances are(is) an Adhoc ex-gratia payment at the absolute discretion of Cognizant subject to the applicable taxes/statutory deductions. This and such other policies of Cognizant does not cast any independent rights to you or any associate to claim it as a matter of right at any point of time either during the course of your/their employment or after the cessation of your/their employment with Cognizant. Cognizant reserves the absolute rights to abandon, withdraw or modify (either in full or in part) this Adhoc ex-gratia payment without any prior intimation, consent or notice to or from any person including you.

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Cognizant Technology Solutions India Private Limited.