

September 15, 2019

Abhisek Tripathy  
710663  
Sr. Infra Developer

Dear Abhisek,

We're pleased to inform you that your Annual Total Compensation (ATC) is revised to INR **880,008/-** effective **July 01, 2019**. This includes an annual performance-linked incentive of INR **45,000/-**. In addition to your ATC you will also be eligible for additional allowance(s) of INR **35,004/-**. For further details, please refer to **Annexure A**.

All terms and conditions of your employment other than your revised total remuneration 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.

Best wishes,

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

## Annexure A

**Effective Date:** July 01, 2019

**Name:** Abhisek Tripathy

**Designation:** Sr. Infra Developer

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	24,375	292,500
2	House Rental Allowance	14,625	175,500
3	Special Allowance	23,609	283,308
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*	2,925	35,100
8	Annual Gross Compensation	835,008	
9	Incentive**	45,000	
10	Annual Total Compensation	880,008	
11	Skill Premium Allowance##	2,917	35,004
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)	18,000	
13	Total Remuneration	933,012	

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.