



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

January 7, 2022

Ahad Zafar  
768795  
Programmer Analyst

Dear Ahad,

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 promotion to the position of **Associate** at the level of **Associate** effective **January 01, 2022**. Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life!

Your compensation increase will be effective from **January 01, 2022**. Please refer to 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 internal circulation only; not valid for other purposes unless duly authorized.

## Annexure A

ID: 768795

Name: Ahad Zafar

Effective Date: January 01, 2022

Designation: Associate

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	14,336	172,032
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*	1,944	23,328
8	Annual Gross Compensation		555,000
9	Incentive**		45,000
10	Annual Total Compensation		600,000
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		619,500

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.

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 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.

For Internal Circulation only; not valid for other purposes unless duly authorized.  
Cognizant Technology Solutions India Private Limited