

**November 9, 2017**

**Amit Kumar**  
**610968**  
**Programmer Analyst**

**Dear Amit,**

Thank you for your contribution to Cognizant's another year of stellar growth. We sincerely appreciate your continued passion to challenge the *status quo* and help sustain our market leadership.

We are pleased to inform you that effective **November 15, 2017** your Annual Total Compensation(ATC) has been revised to **Rs. 419,999/-**. The Annual Total Compensation includes an annual performance - linked incentive of **Rs. 20,000/-**.

For further details, please refer ***Annexure A***.

Except for the revision to your Annual Total Compensation and your incentive, all the other terms and conditions of your employment remain unchanged.

We look forward to your continued support in helping our clients build stronger businesses, and in the process, further strengthening our market leadership.

Best wishes,  
For **Cognizant Technology Solutions India Private Limited**,

**Radhakrishnan Rajagopalan**  
**Global Delivery Head - CDB**

## Annexure A

**Effective Date:** November 15, 2017

**Name:** Amit Kumar

**Designation:** Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	11,675	140,100
2	House Rental Allowance	7,005	84,060
3	Special Allowance	9,202	110,427
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*	1,401	16,812
8	Annual Gross Compensation		399,999
9	Incentive**		20,000
10	Annual Total Compensation		419,999
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
12	Total Remuneration		435,999

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

\* **PF** : is contributed at 12% of your Basic. If you are an International Worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

\*\* **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.

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

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Cognizant Technology Solutions India Private Limited