



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

December 13, 2020

Amittras Pal
761468
Programmer Analyst

Dear Amittras,

We are pleased to inform you that effective **October 01, 2020** your Annual Total Compensation(ATC) has been revised to **INR 431,240/-**. The Annual Total Compensation includes an annual performance - linked incentive of **INR 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.

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: October 01, 2020

Name: Amitras Pal

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	12,000	144,000
2	House Rental Allowance	7,200	86,400
3	Special Allowance	9,220	110,640
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*	1,800	21,600
8	Annual Gross Compensation		411,240
9	Incentive**		20,000
10	Annual Total Compensation		431,240
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		450,740

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.

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Cognizant Technology Solutions India Private Limited