



Cognizant Technology Solutions India Private Limited,  
Techno Complex, 5/535, Old Mahabalipuram Road,  
Okkiyam, Thoraiakkam, Chennai - 600 097, India.

August 23, 2016

Ankur Sharma

590874

Programmer Analyst Trainee

Dear Ankur,

We would like to inform you of your pay restructure, which is effective **August 16, 2016**. Your Annual Total Compensation (ATC) would continue to be **INR 317,000/-** which includes an annual performance-linked incentive of **INR 20,000/-**. For further details, refer Annexure A.

Except for the pay restructure mentioned above, all the other terms and conditions of your employment remain unchanged.

We look forward to your continued support in helping Cognizant and our clients 'run better' and 'run different'.

Thank You.

Best wishes,

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

Satish Jeyaraman

**VP - HR**

**Annexure A**

**Effective Date:** August 16, 2016

**Name:** Ankur Sharma

**Designation:** Programmer Analyst Trainee

| S.NO | DESCRIPTION  | MONTHLY | ANNUALIZED |
|------|--|---------|------------|
| 1    | Basic  | 8,675   | 104,100    |
| 2    | House Rental Allowance   | 5,205   | 62,460     |
| 3    | Special Allowance  | 5,779   | 69,348     |
| 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*  | 1,041   | 12,492     |
| 8    | Annual Gross Compensation  |         | 297,000    |
| 9    | Incentive**  |         | 20,000     |
| 10   | Annual Total Compensation  |         | 317,000    |
| 11   | Company's contribution towards benefits (Medical, Accident and Life Insurance) |         | 16,000     |
| 12   | Total Remuneration   |         | 333,000    |

\* **Provident Fund (PF)** is contributed at 12% of your Basic per month. If you are an international worker, PF 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 a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

**\*\*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.