



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

September 17, 2021

Bappaditya Mondal
918104
Sr. Associate - Projects
Senior Associate

Dear Bappaditya,

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 merit increase based on your important contributions to our team. Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life!

Your new compensation is effective from **October 01, 2021**. Please refer to *Annexure A* for your updated compensation details.

Thank you for all you do!

Best wishes,

Cognizant Executive Management

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Annexure A

ID: 918104

Name: Bappaditya Mondal

Effective Date: October 01, 2021

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	44,600	535,200
2	House Rental Allowance	26,760	321,120
3	Special Allowance	49,405	592,860
4	Medical Reimbursement	1,250	15,000
5	Company's Contribution to PF*	5,352	64,224
6	Annual Gross Compensation		1,528,404
7	Incentive**		70,000
8	Annual Total Compensation		1,598,404
9	Company's contribution towards benefits (Medical, Accident and Life Insurance)		23,000
10	Total Remuneration		1,621,404

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

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.

***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).

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Cognizant Technology Solutions India Private Limited.