



Cognizant

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

**July 19, 2014**

**Mohan Purushothaman  
396662  
Associate - Projects**

**Dear Mohan,**

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 happy to announce that your Annual Total Compensation (ATC) is revised to **Rs.702,000/-** which includes an annual performance-linked incentive of **Rs. 45,000/-**. Your revised compensation is effective from **July 01, 2014**. For further details, please refer to ***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.**

**Vasu Rangachary  
SVP - Projects**

## Annexure A

**Effective Date:** July 01, 2014

**Name:** Mohan Purushothaman

**Designation:** Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	19,175	230,100
2	House Rental Allowance	11,505	138,060
3	Special Allowance	19,719	236,628
4	Medical Reimbursement	1,250	15,000
5	Conveyance Allowance	800	9,600
6	Company's Contribution to PF*	2,301	27,612
7	Annual Gross Compensation		657,000
8	Incentive**		45,000
9	Annual Total Compensation		702,000
10	Annual Medical Insurance Premium		8,000
11	Total Remuneration		710,000

**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** 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.