



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

December 13, 2020

**Bhaskar Dara**  
**484260**  
**Associate-Delivery Excellence**

**Dear Bhaskar,**

Congratulations on your merit increase. As we drive toward a best-in-class, high-performance culture, we are pleased to reward the talent who help us deliver on our Purpose to engineer modern businesses to improve everyday life.

Your new compensation is effective from **October 01, 2020**. Please refer *Annexure A* for your updated compensation details. All other terms and conditions of your employment remain unchanged.

Thank you for all you do!

Best wishes,

Cognizant Executive Management

For **Cognizant Technology Solutions India Private Limited**

**Annexure A****Effective Date:** October 01, 2020**Name:** Bhaskar Dara**Designation:** Associate-Delivery Excellence

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	24,575	294,900
2	House Rental Allowance	14,745	176,940
3	Special Allowance	23,864	286,368
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*	2,949	35,388
8	Annual Gross Compensation		842,196
9	Incentive**		45,000
10	Annual Total Compensation		887,196
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		906,696

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 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).

#\*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.