



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

April 10, 2018

Priyanka Santoria

393411

Associate - Projects

Dear Priyanka,

Thank you for your contribution to Cognizant's another year of strong growth. We sincerely appreciate your passion to *challenge the status quo and help drive excellence in our business operations* in order to sustain our market leadership.

We are pleased to inform you that, effective the date of your transfer to Cognizant Technology Solutions India Private Limited, your Annual Total Compensation (ATC) would be Rs. **520,000/-**. The Annual Total Compensation includes an annual performance-linked incentive of Rs. **45,000/-**. For further details, please refer to *Annexure A*.

All other terms and conditions as applicable to Cognizant Technology Solutions India Pvt Ltd employees, will be applicable to you.

We look forward to your continued support in helping our clients build stronger businesses.

Best wishes,

Cognizant Executive Management

For Cognizant Technology Solutions India Private Limited

Annexure A

Effective Date: April 21, 2018

Name: Priyanka Santoria

Designation: Associate - Projects

| S.NO | DESCRIPTION | MONTHLY | ANNUALIZED |
|------|---|---------|------------|
| 1 | Basic | 13,875 | 166,500 |
| 2 | House Rental Allowance | 8,325 | 99,900 |
| 3 | Special Allowance | 11,668 | 140,020 |
| 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* | 1,665 | 19,980 |
| 8 | Annual Gross Compensation | | 475,000 |
| 9 | Incentive** | | 45,000 |
| 10 | Annual Total Compensation | | 520,000 |
| 11 | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| 12 | Total Remuneration | | 536,000 |

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 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.

#*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.