



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

October 21, 2017

Bibek Moulik
387509
Associate - Projects

Dear Bibek,

We thank you for your contribution to a solid 2016 and a strong first-half of 2017.

We sincerely appreciate your passion and dedication in helping our clients transform their business, operating and technology models to achieve the full value of digital at scale.

We are happy to announce that your Annual Total Compensation (ATC) is revised to **INR 604,800/-** which includes an annual performance-linked incentive of **INR 45,000/-**. Your revised compensation is effective from **October 01, 2017**. In addition to your ATC you will also be eligible for additional allowance(s) of **INR 35,004/-**. For further details, please refer to ***Annexure A***.

All terms and conditions of your employment other than your revised total compensation remain unchanged.

We look forward to your continued support and commitment in accelerating our shift to digital services and solutions.

Best wishes,

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

Annexure A

Effective Date: October 01, 2017

Name: Bibek Moulik

Designation: Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	16,350	196,200
2	House Rental Allowance	9,810	117,720
3	Special Allowance	14,478	173,736
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*	1,962	23,544
8	Annual Gross Compensation	559,800	
9	Incentive**	45,000	
10	Annual Total Compensation	604,800	
11	Skill Premium Allowance##	2,917	35,004
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)	16,000	
13	Total Remuneration	655,804	

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 payout of the incentive.

#*Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

##Skill Premium Allowance : This is a special allowance given to you in recognition of the skill(s) that you possess. This will be paid to you on a monthly basis as part of the India payroll cycle and pro-rated for the duration you are in India payroll in the month.

The above allowances are(is) an Adhoc ex-gratia payment at the absolute discretion of Cognizant subject to the applicable taxes/statutory deductions. This and such other policies of Cognizant does not cast any independent rights to you or any associate to claim it as a matter of right at any point of time either during the course of your/their employment or after the cessation of your/their employment with Cognizant. Cognizant reserves the absolute rights to abandon, withdraw or modify (either in full or in part) this Adhoc ex-gratia payment without any prior intimation, consent or notice to or from any person including you.

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