



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

October 12, 2022

Chandra Shekar Seera  
943376  
Associate - Projects  
Associate

Dear Chandra Shekar,

We are pleased to celebrate your performance and reward 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, 2022**. Please see your updated compensation details at the end of this e-Letter.

Thank you for all you do.

Best wishes,

Cognizant Executive Management

For internal circulation only; not valid for other purposes unless duly authorized.

## Annexure

ID: 943376

Name: Chandra Shekar Seera

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	41,225	494,700
2	House Rental Allowance	24,735	296,820
3	Special Allowance	42,793	513,516
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*	4,947	59,364
8	Annual Gross Compensation		1,413,000
9	Incentive**		45,000
10	Annual Total Compensation		1,458,000
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		1,477,500

All other terms and conditions of your employment remains unchanged.

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.

**\*\*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.

For internal circulation only; not valid for other purposes unless duly authorized.

Cognizant Technology Solutions India Private Limited.