



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

November 8, 2018

Vikrant Saini
643729
Associate - Projects

Dear Vikrant,

Thank you for your contribution to yet 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 you have been recommended to receive a **Cognizant Business Allowance** of **Rs. 45,000** effective **October 01, 2018**. This is in addition to your current Annual Total Compensation (ATC) of **Rs. 741,012/-**. The Annual Total Compensation includes an annual performance - linked incentive of **Rs. 60,000/-**.

For further details, please refer *Annexure A*.

Except for the inclusion of the Cognizant Business Allowance to your Total Remuneration, 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.

Best wishes,

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

Annexure A

Effective Date: October 01, 2018

Name: Vikrant Saini

Designation: Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	19,875	238,500
2	House Rental Allowance	11,925	143,100
3	Special Allowance	18,516	222,192
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*	2,385	28,620
8	Annual Gross Compensation		681,012
9	Incentive**		60,000
10	Annual Total Compensation		741,012
11	Cognizant Business Allowance****		45,000
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
13	Total Remuneration		804,012

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.

******Cognizant Business Allowance** is paid to associates with Niche skills and (or) associates part of critical customer/internal engagements. This amount will be paid until June 2019 on a quarterly basis along with the payroll during the months of Sep, Dec, Mar & Jun. The amount will be pro-rated to the duration spent with Cognizant India (based on number of days in the quarter) and will be paid to you only if you are active in Cognizant India payroll on the day of the payment.

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.

For Internal Circulation only; not valid for other purposes unless duly authorized.
Cognizant Technology Solutions India Private Limited