



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

May 21, 2022

**Suki Subramaniam Ganapathy Sundaram**  
**606422**  
**Manager - Projects**

**Dear Suki Subramaniam,**

As a part of our Cognizant team, you engineer impact – and in return, we aim to reward and celebrate you for your performance. We are pleased to be able to award you with a promotion to the position of **Lead Data Scientist** at the level of **Senior Manager** effective **May 01, 2022**. Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life!

Your compensation increase will be effective from **May 01, 2022**. Please refer to 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

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## Annexure A

**ID:** 606422

**Name:** Suki Subramaniam Ganapathy Sundaram

**Effective Date:** May 01, 2022

**Designation:** Lead Data Scientist

**Level:** Senior Manager

**Country:** India

**Currency:** INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	58,100	697,200
2	House Rental Allowance	34,860	418,320
3	Special Allowance	64,798	777,576
4	Medical Reimbursement	1,250	15,000
5	Company's Contribution to PF*	6,972	83,664
6	Annual Gross Compensation		1,991,760
7	Incentive**		250,000
8	Annual Total Compensation		2,241,760
9	Company's contribution towards benefits (Medical, Accident and Life Insurance)		32,000
10	Total Remuneration		2,273,760

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.

**You may read about your India Total Rewards (C&B) at [1C > Total Rewards App](#)**

**\*\* 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.

The above pay structure shall be modified at the discretion of Company without any changes to the Annual Gross Compensation (AGC).

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Cognizant Technology Solutions India Private Limited