



Cognizant

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

June 27, 2013

Amit Bhalerao
266002
Programmer Analyst

Dear Amit,

Thank you for your contributions towards another year of growth. It is your continued commitment, dedication to delivering the best and partnering with our clients that has enabled us to sustain our success.

We are pleased to inform you that your Annual Total Compensation (ATC) has been revised to Rs. **386,516/-** which includes an annual performance-linked incentive of Rs. **20,000/-**. Your revised compensation is effective from **July 01, 2013**. For further details, please refer to *Annexure A*.

Except for the revision above in your Annual Total Compensation and the conditions dealing with incentive, all the other terms and conditions of your employment remain unchanged.

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

We look forward to your continued support in helping Cognizant and our clients 'run better' and 'run different'.

Best wishes,
For Cognizant Technology Solutions India Private Limited.

Jaideep Poondir
VP - Projects

Annexure A

Effective Date: July 01, 2013

Name: Amit Bhalerao

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	10,700	128,400
2	House Rental Allowance	6,420	77,040
3	Special Allowance	10,089	121,068
4	Medical Reimbursement	1,250	15,000
5	Conveyance Allowance	800	9,600
6	Company's Contribution to PF*	1,284	15,408
7	Annual Gross Compensation		366,516
8	Incentive Indication**		20,000
9	Annual Total Compensation		386,516
10	Annual Medical Insurance Premium		3,000
11	Total Remuneration		389,516

***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 a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.