



Cognizant

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

June 18, 2012

**Amit Bhalerao
266002
Programmer Analyst**

Dear Amit,

The year 2011 was another great year for Cognizant. We once again delivered industry-leading growth, demonstrating the strength of our value proposition, the depth of our client relationships, and the exceptional execution of our strategy.

We believe that a key aspect of positioning our business for the future involves helping you further your individual growth.

In recognition of your contribution to Cognizant and our clients, we are happy to announce salary increases for the year 2012. We are pleased to inform you that your Annual Total Compensation (ATC) has been revised to Rs. **367,232/-** which includes an annual performance-linked incentive of Rs. **20,000/-**.

Your revised compensation is effective from **May 1, 2012**. For further details, please refer to *Annexure A*.

We look forward to your continued support in helping Cognizant set new benchmarks for the industry in 2012 and beyond.

All other terms and conditions of your employment remain unchanged.

Best wishes,

For **Cognizant Technology Solutions India Private Limited,**

**Jaideep Poondir
VP - Projects**

Annexure A

Effective Date: May 1, 2012

Name: Amit Bhalerao

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	10,150	121,800
2	House Rental Allowance	6,090	73,080
3	Special Allowance	9,428	113,136
4	Medical Reimbursement	1,250	15,000
5	Conveyance Allowance	800	9,600
6	Company's Contribution to PF*	1,218	14,616
7	Annual Gross Compensation		347,232
8	Incentive Indication*		20,000
9	Annual Total Compensation		367,232
10	Annual Medical Insurance Premium		3,000
11	Total Remuneration		370,232

***PF** is contributed at 12% of your basic subject to a minimum of Rs. 780 per month. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

***Incentive Indication** : The annual performance bonus will be lower or higher, as the case maybe depending upon your performance and that of the Company. It will also be subject to your being present on company rolls as of December 31, 2012.

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Cognizant Technology Solutions India Private Limited.

Here at Cognizant, you grow!

Our history is full of incredible milestones. We have continuously demonstrated that we have what it takes to be the best, year over year.

And we don't stop there.

Our philosophy of sharing our rewards with our associates by creating an environment of opportunities for holistic, individual growth drives every aspect of our business.

As an associate you are also entitled to the following **benefits as applicable:**

1. Flexible benefit plan (FBP):<https://mypay.cognizant.com> > Flexible benefit plan > Earnings definition

FBP enables you to structure your benefits to suit your individual needs. You may choose components from your HRA, Special allowance, Conveyance, and Medical reimbursement to define your individual benefits plan by selecting from a basket of reimbursable allowances such as Food reimbursement, Car running expense, Leave travel allowance, and more.

2. Insurance:

a) Floating medical insurance : Cognizant provides a floating medical insurance coverage for expenses related to hospitalization for you and a maximum of three dependents.

Default coverage limit: Rs.100,000/- per annum.

You can avail an additional top up cover and add two more dependents during the annual policy renewal. Please visit <https://medicalinsurance.cognizant.com> for more information and <https://uhcindia.com> for information on your usage amount and dependents for the year November 2011 - October 2012.

b) Personal accident insurance : This provides you with round the clock financial protection in case of an accident anywhere in the world.

Coverage limit: Rs. 150,000/-

c) Group term life insurance : This provides basic life cover protection for all associates by covering the risk of death.

Coverage limit: Rs. 1,000,000/- or 5 times ATC, whichever is lesser.

3. Retirement Benefits:

a) Gratuity: This is an ex-gratia payment paid as gratitude for your continuous service, per Payment of Gratuity Act, 1972 and is governed by the guidelines laid out by Cognizant.

b) Provident fund: <https://mypay.cognizant.com> > Myslips > PF details

This forms part of your salary structure and is payable per Employees Provident Fund Act, 1952.

4. **Loans:**

a) Marriage Loan: Provides interest free financial assistance for your wedding upto Rs. 15,000/-.

b) Medical Emergency Loan: Provides interest free financial assistance during medical emergencies upto Rs. 15,000/-.

5. **Health Check-up:**

a) Eye Checkup: An associate who has completed six months of service with Cognizant is eligible for eye-checkup once in a year.

b) Master Health Checkup: An associate who has completed two years of service with Cognizant is eligible for a free master health checkup once in two years.

Dependents of associates are eligible for eye and master health check up with the conditions mentioned in the policy.

You could read more on the above benefits by clicking on the respective hyperlinks.

The above benefits are governed by the terms and conditions of employment in vogue at Cognizant and those that may change from time to time. Cognizant reserves the right to amend its policies as necessitated. All statutory requirements are applicable as mandated by law.

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