



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

January 11, 2024

Kuttalam Uma Sudalaimuthu Mudhaliyar  
2231365

Dear Kuttalam Uma,

We are pleased to recognize your performance and to award you with a promotion to the position of **Senior Process Executive-Data** at the level of **Programmer** effective **January 01, 2024**.

Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life.

Your promotion increase will be effective on **January 01, 2024**.

Please see your updated compensation details at the end of this e-Letter. All other terms and conditions of your employment remain unchanged.

Thank you once again.

Best Wishes,

*Cognizant Executive Management*

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

## Annexure

**ID:** 2231365

**Name:** Kuttalam Uma Sudalaimuthu Mudhaliyar

**Effective Date:** January 01, 2024

**Designation:** Senior Process Executive-Data

**Level:**Programmer

**Country:**India

**Currency:** INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	7,350	88,200
2	House Rental Allowance	4,410	52,920
3	Special Allowance	3,078	36,936
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*	1,563	18,756
8	ESI	549	6,588
9	Annual Gross Compensation	252,000	
10	Incentive**	18,000	
11	Annual Total Compensation	270,000	
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)	19,500	
13	Total Remuneration	289,500	

All payments will be subject to withholding of applicable income and employment taxes.

All pay components represent cash compensation only and are applicable as of the effective date above.

**You may view your Total remuneration package at [1C > MyRewards](#)**

**\*PF** is contributed as per Statutory Norms

**\*\*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).

**\*\*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