



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

April 11, 2023

Kuttalam Uma Sudalaimuthu Mudhaliyar
2231365
Process Executive - Data
Programmer Trainee

Dear Kuttalam Uma,

We are pleased to recognize your performance and reward you with a merit increase based on your important contributions to our team.

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

Your new compensation is effective from **April 01, 2023**. Please see your updated compensation details at the end of this e-Letter.

Thank you once again.

Best wishes,

Cognizant Executive Management

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Annexure

ID: 2231365

Name: Kuttalam Uma Sudalaimuthu Mudhaliyar

Effective Date: April 01, 2023

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	6,500	78,000
2	House Rental Allowance	2,600	31,200
3	Special Allowance	2,905	34,860
4	Advance Statutory Bonus#*	2,000	24,000
5	Company's Contribution to PF*	1,175	14,100
6	ESI	390	4,680
7	Annual Gross Compensation		186,840
8	Annual Total Compensation		186,840
9	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
10	Total Remuneration		206,340

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.

****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 payout 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.

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Cognizant Technology Solutions India Private Limited.