



Cognizant

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

November 29, 2017

Nikhil Kumar K

578135

Programmer Analyst Trainee

Dear Nikhil Kumar,

Thank you for your contribution to Cognizant's another year of strong growth. We sincerely appreciate your passion to *challenge the status quo and help drive excellence in our business operations* in order to sustain our market leadership.

We are happy to announce that you are being confirmed in the services of the company with effect from **June 28, 2017** to the designation of **Programmer Analyst**. We are pleased to inform you that your Annual Total Compensation (ATC) has been revised to Rs. **362,000/-** which includes an annual performance-linked incentive of Rs. **20,000/-**. For further details, please refer to Annexure A.

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

We look forward to your continued support in helping our clients build stronger businesses.

Best wishes,

For Cognizant Technology Solutions India Private Limited

Arun Baid

Global Delivery Head - INS

Annexure A

Effective Date: June 28, 2017

Name: Nikhil Kumar K

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	9,975	119,700
2	House Rental Allowance	5,985	71,820
3	Special Allowance	7,293	87,516
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*	1,197	14,364
8	Annual Gross Compensation		342,000
9	Incentive**		20,000
10	Annual Total Compensation		362,000
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
12	Total Remuneration		378,000

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

***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** : 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.

#* 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