



**Cognizant**

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

**July 20, 2016**

**Nikhil Kumar K**

**578135**

**Programmer Analyst Trainee**

**Dear Nikhil,**

We would like to inform you of your pay restructure, which is effective **July 01, 2016**. Your Annual Total Compensation (ATC) would continue to be **INR 317,000/-** which includes an annual performance-linked incentive of **INR 20,000/-**. For further details, refer Annexure A.

Except for the pay restructure mentioned above, all the other terms and conditions of your employment remain unchanged.

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

Thank You.

Best wishes,

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

Satish Jeyaraman

**VP - HR**

## Annexure A

**Effective Date:** July 01, 2016

**Name:** Nikhil Kumar K

**Designation:** Programmer Analyst Trainee

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	8,675	104,100
2	House Rental Allowance	5,205	62,460
3	Special Allowance	5,779	69,348
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*	1,041	12,492
8	Annual Gross Compensation	297,000	
9	Incentive**	20,000	
10	Annual Total Compensation	317,000	
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)	16,000	
12	Total Remuneration	333,000	

\* **Provident Fund (PF)** is contributed at 12% of your Basic per month. If you are an international worker, PF 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.

**#\*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.*