



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

September 25, 2019

Nirmal Kumar Mani
701288
Programmer Analyst

Dear Nirmal Kumar,

We are pleased to inform you that effective **September 01, 2019** your Annual Total Compensation (ATC) has been revised to **INR 369,236/-**. The Annual Total Compensation includes an annual performance - linked incentive of **INR 20,000/-**.

For further details, please refer ***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.

Thank you for your contributions to Cognizant. We look forward to your contributed expertise as we lead our clients on their digital transformation journeys.

Best wishes,

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

Annexure A

Effective Date: September 01, 2019

Name: Nirmal Kumar Mani

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	10,200	122,400
2	House Rental Allowance	6,120	73,440
3	Special Allowance	6,933	83,196
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*	1,800	21,600
8	Annual Gross Compensation		349,236
9	Incentive**		20,000
10	Annual Total Compensation		369,236
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
12	Total Remuneration		387,236

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

***PF Contribution** : Please refer to the PF policy at [1C > Policy Repository App](#)

**** 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.

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