



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

September 15, 2019

Nisha M R
549121
Programmer Analyst

Dear Nisha,

We're pleased to inform you that your Annual Total Compensation (ATC) is revised to INR **457,928/-** effective **July 01, 2019**. This includes an annual performance-linked incentive of INR **20,000/-**. For further details, please refer to ***Annexure A***.

All terms and conditions of your employment other than your revised total remuneration 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: July 01, 2019

Name: Nisha M R

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	12,775	153,300
2	House Rental Allowance	7,665	91,980
3	Special Allowance	10,204	122,448
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	437,928	
9	Incentive**	20,000	
10	Annual Total Compensation	457,928	
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)	18,000	
12	Total Remuneration	475,928	

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** 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.