

Annexure A

Name: «Name»		Designation: Programmer Analyst Trainee	
Sl. No.	Description	Monthly	Annual
1	Basic	7,875	94,500
2	HRA @ 60 percent of the Basic*	4,725	56,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1,250	15,000
5	Company's Contribution to PF #	945	11,340
6	Special Allowance *	6,905	82,860
7	Incentive Indication (Per annum) **		20,000
	Company's contribution towards benefits (Medical, Accident, Life Insurance and Gratuity)		11,500
	Annual Total Remuneration		301,500

As an associate you are also entitled to the following additional benefits:

- ▶ Floating Medical Insurance Coverage of **Rs. 250,000/-** per annum for self and maximum of 3 dependents
- ▶ Round-the- Clock Personal Accident & Life Insurance coverage
- ▶ Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **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.