



Cognizant,
No. 5/535 Old Mahabalipuram Road,
Okkiyam Thoraipakkam,
Chennai-600097, India

April 4, 2024

Rahul LNU
2106464

Dear Rahul,

We are pleased to recognize your performance and to award you with a promotion to the position of **Associate** at the level of **Associate** effective **April 01, 2024**.

Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life.

Your promotion increase will be effective on **April 01, 2024**.

Flexible Benefit Plan ([MyPay](#) >> MyDefinitions >> FBP policy) have been reviewed and updated so that they reflect prevailing market practices. You can read more about these [changes here](#).

Please see your updated compensation details at the end of this e-Letter. All other terms and conditions of your employment remain unchanged.

Thank you once again.

Best Wishes,

Cognizant Executive Management

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Annexure

ID: 2106464

Name: Rahul LNU

Effective Date: April 01, 2024

Designation: Associate

Level: Associate

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	17,650	211,800
2	House Rental Allowance	10,590	127,080
3	Special Allowance#	13,017	156,204
4	Advance Statutory Bonus#*	2,000	24,000
5	Conveyance Allowance	5,042	60,504
6	Company's Contribution to PF*	2,118	25,416
7	Annual Gross Compensation		605,004
8	Incentive**		45,000
9	Annual Total Compensation		650,004
10	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
11	Total Remuneration		669,504

All payments will be subject to withholding of applicable income and employment taxes.

All pay components represent cash compensation only and are applicable as of the effective date above.

You may view your Total remuneration package at [1C > MyRewards](#)

***PF** is contributed as per Statutory Norms

****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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Cognizant Technology Solutions India Private Limited