



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

December 14, 2020

**Koka Ravalika Sai
668117
Programmer Analyst**

Dear Koka Ravalika,

Congratulations on your merit increase. As we drive toward a best-in-class, high-performance culture, we are pleased to reward the talent who help us deliver on our Purpose to engineer modern businesses to improve everyday life.

Your new compensation is effective from **October 01, 2020**. Please refer *Annexure A* for your updated compensation details. All other terms and conditions of your employment remain unchanged.

Thank you for all you do!

Best wishes,

Cognizant Executive Management

For Cognizant Technology Solutions India Private Limited

Annexure A

Effective Date: October 01, 2020

Name: Koka Ravalika Sai

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	13,550	162,600
2	House Rental Allowance	8,130	97,560
3	Special Allowance	11,145	133,740
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		464,100
9	Incentive**		20,000
10	Annual Total Compensation		484,100
11	Cognizant Business Allowance****		50,000
12	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
13	Total Remuneration		553,600

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.

****Cognizant Business Allowance is paid to associates with Niche skills and (or) associates part of critical customer/internal engagements. This amount will be paid until June 2021 on a quarterly basis along with the payroll during the months of Dec, Mar & Jun. The amount will be pro-rated to the duration spent with Cognizant India (based on number of days in the quarter) and will be paid to you only if you are active in Cognizant India payroll on the day of the payment.

This will be paid to you only if you have at least 80% billable utilization in the preceding 3 months from the payout months. In case the utilization is below the threshold for 2 quarters, CBA payout will be stopped.

Applicable only to associates in billable roles.

The above allowances are (is) an Adhoc ex-gratia payment at the absolute discretion of Cognizant subject to the applicable taxes/statutory deductions. This and such other policies of Cognizant does not cast any independent rights to you or any associate to claim it as a matter of right at any point of time either during the course of your/their employment or after the cessation of your/their employment with Cognizant. Cognizant reserves the absolute rights to abandon, withdraw or modify (either in full or in part) this Adhoc ex-gratia payment without any prior intimation, consent or notice to or from any person including you.

This award does not prevent against any disciplinary action as applicable to you as per the Company Policy.