

March 03, 2020

Karthik Rajendran
454988
Associate - Projects

Dear Karthik,

We thank you for being a key player and for your contribution to Cognizant Digital Engineering.

We sincerely appreciate your passion to challenge the status quo and help strengthen our position as key partner for our client.

You have been eligible for the Full Stack Skill Allowance after successfully clearing the full stack certification in February, 2019. As you are progressing into the second year effective **February 01, 2020** as a Full stack engineer you will receive the Full Stack Skill Allowance in accordance to the Payout details mentioned herewith, provided you are active on India payroll as on the payout date(s) and comply with the terms and conditions described in this letter.

Payout Details:

Full Stack Skill Allowance for the second year is **INR. 125000** (Annual). This will be paid to you if you achieve minimum 75% billable utilization in a digital engineering project during this year.

Utilization percentage will be reviewed on completion of six months and one-year. Accordingly, this amount will be paid out in two equal installments bi annually or in single installment on completion of one year.

These payouts are guided by the conditions mentioned here under:

1. The allowance will be paid to you through the payroll and will be governed by statutory deductions.
2. This payout is subject to you being active on rolls of the company as on payout date.
3. In case of any conflicts between the contents of this letter and any other terms and conditions of your employment (including the code of conduct), then such provision(s) in the terms and conditions will supersede the contents of this letter.
4. The payment of these allowances are on the condition that you continue to perform your duties in accordance with the defined standards/skills in your current client account and that you co-operate effectively with the management of the company.
5. In case of non-adherence to the utilization criteria, the allowance will stand null and void.
6. The amount will be pro-rated for the duration you are in India payroll.
7. The above said allowances are subject to review and change at the discretion of Cognizant on an annual basis.

Your compensation is highly confidential and if need arises, you may discuss it only with your manager.

All other terms and conditions of employment shall remain unchanged.

Looking forward to your continued support and commitment.

Best Wishes,

Cognizant Executive Management
For Cognizant Technology Solutions India Private Limited