

September 30, 2019

Karthik Rajendran  
454988  
Associate - Projects

Dear Karthik Rajendran,

We're pleased to inform that your Annual Total Compensation (ATC) is revised to **INR 1,293,175/-** effective **July 01, 2019**. This includes an annual performance-linked incentive of **INR 45,000/-**.

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:** Karthik Rajendran**Designation:** Associate - Projects

S.No	Description	Monthly (INR)	Annual (INR)
1.	Basic	36,425	437,100
2.	HRA	21,855	262,260
3.	Special Allowance	37,314	447,768
4.	Medical Reimbursement	1,250	15,000
5.	Company's Contribution to PF*	4,371	52,452
6.	Conveyance	800	9,600
7.	Advance Statutory Bonus #*	2,000	24,000
8.	ESI	0	0
9.	Annual Gross Compensation		1,248,175
10.	Incentive**		45,000
11.	Annual Total Compensation		1,293,175
12.	Skill Premium Allowance##	5,208	62,496
13.	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
14.	Total Remuneration		1,373,671

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](#)

#\***Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

\*\***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.

##**Skill Premium Allowance** : Allowance paid under this category shall be governed as per Full Stack Allowance (FSA) guidelines.

The above pay structure shall be modified at the discretion of Company without any changes to the Annual Gross Compensation (AGC).

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Cognizant Technology Solutions India Private Limited