



Cognizant Technology Solutions India Private Limited,
Techno Complex, 5/535, Old Mahabalipuram Road,
Okkiyam, Thoraipakkam, Chennai - 600 097, India.

October 25, 2018

Sakthivel Raju
536172
Programmer Analyst

Dear Sakthivel,

Thanks to your dedication, focus and creativity, Cognizant continues to be a market leader in driving innovative solutions for our clients.

As a result of your efforts, we're pleased to announce your promotion to the position of **Associate** effective **October 01, 2018**. Your revised Annual Total Compensation (ATC) is INR **510,000/-** which 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.

We look forward to your continued expertise in accelerating our shift to digital, and we wish you success in your new role.

Best wishes,

Cognizant Executive Management
For **Cognizant Technology Solutions India Private Limited**.

Annexure A

Effective Date: October 01, 2018

Name: Sakthivel Raju

Designation: Associate

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	13,575	162,900
2	House Rental Allowance	8,145	97,740
3	Special Allowance	11,351	136,212
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*	1,629	19,548
8	Annual Gross Compensation		465,000
9	Incentive**		45,000
10	Annual Total Compensation		510,000
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
12	Total Remuneration		528,000

You may read about your India Total Rewards (C&B) at [1C > Total Rewards App](#)

***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.

****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 payout of the incentive.

#*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.