



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

April 1, 2024

Sandesh Bhoir
2065992
Software Engineer

Dear Sandesh,

Cognizant regularly reviews various components of its compensation offerings to ensure alignment with industry best practices and reward associates appropriately.

Given this context, four areas of the Flexible Benefit Plan ([MyPay](#) >> MyDefinitions >> FBP policy) have been reviewed and updated. You can read more about these [changes here](#).

These changes are effective April 01, 2024 and will have **no impact on your pay**, which remains **INR 600,000/-** (including an annual performance-linked incentive of **INR 45,000/-**). Any long term incentives (such as RSUs or PSUs) will remain as is, if applicable

All other terms and conditions of your employment remain the same. Please refer to Appendix A for full details. To see the full picture of the Total Rewards Cognizant provides, including 2024 bonus amounts, visit [MyRewards](#).

Thank you for your contributions to Cognizant – you are an important part of the Cognizant team.

If you have questions, please raise a [Global Service Desk ticket](#) under Payroll.

Thank You.

Best wishes,

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

Annexure A

Effective Date: April 01, 2024

Name: Sandesh Bhoir

Designation: Software Engineer

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	16,200	194,400
2	House Rental Allowance	9,720	116,640
3	Special Allowance#	11,761	141,132
4	Advance Statutory Bonus**	2,000	24,000
5	Conveyance Allowance	4,625	55,500
6	Company's Contribution to PF*	1,944	23,328
7	Annual Gross Compensation		555,000
8	Incentive**		45,000
9	Annual Total Compensation		600,000
10	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
11	Total Remuneration		619,500

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

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

#**Special Allowance** includes Flexible Benefits such as LTA, Car Maintenance and Driver Salary, Food card, NPS, Superannuation that allows you to better plan for your tax saving and exemptions.

****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 a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

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.