



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

July 14, 2016

Seema Kudari
495144
Sr. Associate - Projects

Dear Seema,

We thank you for your contribution to yet another year of strong growth. We sincerely appreciate your passion to challenge the *status quo* and help strengthen our position as a leading transformation partner for our clients.

We are happy to announce that your Annual Total Compensation (ATC) is revised to **Rs.1,404,004/-** which includes an annual performance-linked incentive of **Rs. 70,000/-**. Your revised compensation is effective from **July 01, 2016**. For further details, please refer to ***Annexure A***.

Except for the revision to your Total Remuneration, all the other terms and conditions of your employment remain unchanged.

We look forward to your continued support and commitment to help our clients navigate the shift and transition to the digital economy.

Best wishes,
For **Cognizant Technology Solutions India Private Limited.**

Satish Jeyaraman
VP - HR

Annexure A

Effective Date: July 01, 2016

Name: Seema Kudari

Designation: Sr. Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	38,925	467,100
2	House Rental Allowance	23,355	280,260
3	Special Allowance	34,299	411,588
4	Medical Reimbursement	1,250	15,000
5	Company's Contribution to PF*	4,671	56,052
6	Contribution Pay***	8,667	104,004
7	Annual Gross Compensation		1,334,004
8	Incentive**		70,000
9	Annual Total Compensation		1,404,004
10	Company's contribution towards benefits (Medical, Accident and Life Insurance)		21,000
11	Total Remuneration		1,425,004

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** 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.

*****Contribution Pay** is a reward for your valuable contribution to Cognizant in 2015. This will be paid to you through December 31, 2016. Your monthly contribution pay will merge with your special allowance effective Jan 1, 2017.