



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

**January 6, 2017**

**Seema Kudari**  
**495144**  
**Sr. Associate - Projects**

**Dear Seema,**

We would like to inform you of your pay restructure, which is effective **January 01, 2017**. Your Annual Total Compensation (ATC) would continue to be **INR 1,404,004/-** which includes an annual performance-linked incentive of **INR 70,000/-**. For further details, refer Annexure A.

Except for the pay restructure mentioned above, all the other terms and conditions of your employment remain unchanged.

We look forward to your continued support in helping Cognizant and our clients 'run better' and 'run different'.

Thank You.

Best wishes,

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

Satish Jeyaraman  
**VP - HR**

## Annexure A

**Effective Date:** January 01, 2017

**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	42,966	515,592
4	Medical Reimbursement	1,250	15,000
5	Company's Contribution to PF*	4,671	56,052
6	Annual Gross Compensation	1,334,004	
7	Incentive**	70,000	
8	Annual Total Compensation	1,404,004	
9	Company's contribution towards benefits (Medical, Accident and Life Insurance)	21,000	
10	Total Remuneration	1,425,004	

\* **Provident Fund (PF)** is contributed at 12% of your Basic per month. If you are an international worker, PF 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 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.