



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

December 19, 2022

Manoj Kumar PS
908394
Programmer Analyst

Dear Manoj Kumar,

We are pleased to inform you that effective **December 01, 2022** your Annual Total Compensation(ATC) has been revised to **INR 437,240/-**. The Annual Total Compensation includes an annual performance - linked incentive of **INR 20,000/-**.

For further details, please refer **Annexure A**.

Except for the revision to your Annual Total Compensation and your incentive, all the other terms and conditions of your employment 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: December 01, 2022

Name: Manoj Kumar PS

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	12,175	146,100
2	House Rental Allowance	7,305	87,660
3	Special Allowance	9,440	113,280
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*	1,800	21,600
8	Annual Gross Compensation		417,240
9	Incentive**		20,000
10	Annual Total Compensation		437,240
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		456,740

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

**** 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 payment of the incentive.

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.