



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

April 9, 2023

Manoj Kumar PS
908394

Dear Manoj Kumar,

We are pleased to recognize your performance and to award you with a promotion to the position of **Associate** at the level of **Associate** effective **April 01, 2023**.

Congratulations, and thank you for all that you do to help engineer modern businesses to improve everyday life.

Your compensation increase will be effective on **April 01, 2023** which also includes your merit increase. Please see your updated compensation details at the end of this e-Letter. All other terms and conditions of your employment remain unchanged.

Thank you once again.

Best Wishes,

Cognizant Executive Management

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Annexure

ID: 908394

Name: Manoj Kumar PS

Effective Date: April 01, 2023

Designation: Associate

Level: Associate

Country: India

Currency: INR

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	19,375	232,500
2	House Rental Allowance	11,625	139,500
3	Special Allowance	17,917	215,004
4	Medical Reimbursement	1,250	15,000
5	Advance Statutory Bonus	2,000	24,000
6	Conveyance Allowance	800	9,600
7	PF	2,325	27,900
8	Annual Gross Compensation		663,504
9	Incentive		45,000
10	AnnualTotalCompensation		708,504
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Renumeration		728,004

All payments will be subject to withholding of applicable income and employment taxes.

All pay components represent cash compensation only and are applicable as of the effective date above.

****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.

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Cognizant Technology Solutions India Private Limited