



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

**July 23, 2016**

**Vaibhav Kumar**  
**540600**  
**Programmer Analyst Trainee**

**Dear Vaibhav,**

We would like to inform you of your pay restructure which is effective **July 01, 2016**. In line with the restructure, your Annual Total Compensation(ATC) has been revised to **Rs.317,000/-** effective **July 01, 2016**. The Annual Total Compensation includes an annual performance - linked incentive of **Rs.20,000/-**.

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

Except for the restructure and revision to your Annual Total Compensation, 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'.

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

**Satish Jeyaraman**  
**VP - HR**

## Annexure A

Effective Date: July 01, 2016

Name: Vaibhav Kumar

Designation: Programmer Analyst Trainee

S.No	Description	Monthly (Rs.)	Annual (Rs.)
1.	Basic	8,675	104,100
2.	HRA @ 60% of Basic	5,205	62,460
3.	Special Allowance	5,779	69,348
4.	Medical Reimbursement	1,250	15,000
5.	Company's Contribution to PF *	1,041	12,492
6.	Conveyance Allowance	800	9,600
7.	ESI	0	0
8.	Advance Statutory Bonus #*	2,000	24,000
9.	Annual Gross Compensation		297,000
10.	Incentive**		20,000
11.	Annual Total Compensation		317,000
12.	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
13.	Total Remuneration		333,000

**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.

**#\*Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965

