



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

December 12, 2020

Saikat Saha  
713875  
Programmer Analyst

Dear Saikat,

Congratulations on your merit increase. As we drive toward a best-in-class, high-performance culture, we are pleased to reward the talent who help us deliver on our Purpose to engineer modern businesses to improve everyday life.

Your new compensation is effective from **October 01, 2020**. Please refer *Annexure A* for your updated compensation details. All other terms and conditions of your employment remain unchanged.

Thank you for all you do!

Best wishes,

Cognizant Executive Management

For **Cognizant Technology Solutions India Private Limited**

**Annexure A****Effective Date:** October 01, 2020**Name:** Saikat Saha**Designation:** Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	12,650	151,800
2	House Rental Allowance	7,590	91,080
3	Special Allowance	10,026	120,312
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		433,392
9	Incentive**		20,000
10	Annual Total Compensation		453,392
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
12	Total Remuneration		472,892

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

\*PF Contribution : Please refer to the PF policy at [1C > Policy Repository App](#)

\*\***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.

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.