



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

March 20, 2017

Kalyani Landge
513228
Senior Systems Executive

Dear Kalyani,

In 2016, we accelerated our shift to digital services and solutions, while ensuring that our core business remains robust and healthy. Although the year as a whole did not meet our original expectations, we are pleased with our position in the digital market.

In recognition of your efforts, we are happy to share that your performance in 2016 rated as **Exceeds Most Expectations (EM)**.

We are pleased to announce a performance incentive of **INR 15,000/-**. Your performance incentive is determined by a combination of the company's performance and that of your own performance during the year.

The above amount is inclusive of bonus in lieu of profit - linked bonus and shall be deemed to be a settlement under S 31-A of the Payment of Bonus Act, 1965.

As we begin 2017, we are confident that the investments we have made in our people, processes, and other aspects of our business, position us well to deliver strong results in 2017 and beyond. We seek your continued support and commitment.

All the best!

Best wishes,

Cognizant Executive Management
For **Cognizant Technology Solutions India Private Limited**

Note: Your incentive reflects any revision/promotion and loss-of-pay days, and is pro-rated for your period of association with Cognizant-India during 2016 (as shown on the annexure herein). Your incentive payment, net of appropriate taxes, will be credited to your bank account.

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Cognizant Technology Solutions India Private Limited

Incentive Annexure - 2016

Name : Kalyani Landge
India Eligible Days : 366
Incentive for Eligible Days : INR 20,000/-
BU Recommended Incentive : INR 15,000/-
Incentive Change Effective Date : --

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