

March 13, 2014

Naveen Kumar Sambandan
285059
Programmer Analyst

Dear Naveen,

2013 was a great year for Cognizant. We delivered \$8.84 billion of revenue, which represented industry-leading growth of over 20%. We saw an uptick in spending on innovation and discretionary projects. As a team, we did a terrific job of harnessing that demand and helping our clients build stronger businesses.

As you know we have always believed in sharing the rewards of our performance with our associates, and our performance incentive for this year is yet again an expression of this philosophy.

Your performance in 2013 has been assessed and rated as **Exceeds All Expectations (EA)**. In recognition of your efforts and contribution, we are pleased to announce a performance incentive of Rs. **44,000/-**.

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 you are aware, in January 2014, we completed 20 years as a company-growing from approximately 200 associates and one client in 1994, to over 170,000 associates servicing over 1,000 of the world's leading organizations. During these 20 years we successfully navigated multiple structural shifts in economies, businesses and new technologies and demonstrated our ability to re-imagine the future by challenging the *status quo*.

Today, the world is changing faster than before and the future belongs to those who challenge the present. We thank you for your contribution to Cognizant's growth, differentiation and leadership in 2013 and look forward to your continued support for an even better tomorrow.

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

Sripriya Kalyanasundaram
VP - Projects

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 2013 (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.

Name : Naveen Kumar Sambandan
India Eligible Days : 365
Incentive for Eligible Days : Rs.20,000/-
BU Recommended Incentive : Rs.44,000/-
Incentive Change Effective Date : --