



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

**October 20, 2017**

**Naveen Kumar Sambandan  
285059  
Associate - Projects**

**Dear Naveen Kumar,**

We thank you for your contribution to a solid 2016 and a strong first-half of 2017.

We sincerely appreciate your passion and dedication in helping our clients transform their business, operating and technology models to achieve the full value of digital at scale.

We are happy to announce that your Annual Total Compensation (ATC) is revised to INR**628,296/-** which includes an annual performance-linked incentive of INR **45,000/-**. Your revised compensation is effective from **October 01, 2017**. For further details, please refer to ***Annexure A***.

All terms and conditions of your employment other than your revised total compensation remain unchanged.

We look forward to your continued support and commitment in accelerating our shift to digital services and solutions.

Best wishes,

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

**Annexure A**

**Effective Date:** October 01, 2017

**Name:** Naveen Kumar Sambandan

**Designation:** Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	17,025	204,300
2	House Rental Allowance	10,215	122,580
3	Special Allowance	15,275	183,300
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*	2,043	24,516
8	Annual Gross Compensation		583,296
9	Incentive**		45,000
10	Annual Total Compensation		628,296
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
12	Total Remuneration		644,296

**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.

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Cognizant Technology Solutions India Private Limited.