

March 11, 2016

NAVEEN KUMAR SAMBANDAN

285059

Associate - Projects

Dear Naveen Kumar,

2015 was a significant year for us. We grew our revenues by over 21 percent while maintaining our margins within the target 19 to 20 percent range. We also strengthened our position as the leading transformation partner for our clients, helping them address their dual mandate of driving cost efficiencies while simultaneously transitioning to the digital economy.

Our industry-leading growth would not have been possible but for your commitment and support. This performance incentive is a reflection of our philosophy of sharing our success and accomplishments with you.

In recognition of your efforts, we are happy to share that your performance in 2015 has been assessed and rated as **Exceeds Most Expectations (EM)**.

We are pleased to announce a performance incentive of Rs. **67,500/-**. 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 2016, we are strongly positioned to take on the challenges and evolving opportunities. We seek your continued support and commitment.

All the best!

Best wishes,

For **Cognizant Technology Solutions India Private Limited**

Sairamkumar Jayaraman

Global Delivery Head-QE&A

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 2015 (as shown on the annexure hereto). Your incentive payment, net of appropriate taxes, will be credited to your bank account.

For Internal Circulation only; not valid for other purpose unless duly authorized.
Cognizant Technology Solutions India Private Limited

Name : NAVEEN KUMAR SAMBANDAN
India Eligible Days : 365
Incentive for Eligible Days : Rs.45,000/-
BU Recommended Incentive : Rs.67,500/-
Incentive Change Effective Date : --