



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

March 12, 2020

Naveen Kumar Sambandan
285059
Associate - Projects

Dear Naveen Kumar

Thanks to your hard work, dedication and client-centricity in 2019, we made progress against our goal to return Cognizant to higher levels of growth.

Following your 2019 performance rating as **Meets All Expectations (MA)**, we are pleased to announce a performance incentive of **INR 15,800/-**. Your performance incentive is determined by a combination of the company's and your own performance during the year.

The above amount is inclusive of profit-linked bonus/incentive and is deemed a settlement under section 11 of the Payment of Bonus Act, 1965.

Thank you for bringing your best to work every day and creating value for our clients, colleagues and communities. We wish you continued success in 2020.

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 2019 (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 - 2019

Name : Naveen Kumar Sambandan
India Eligible Days : 365
Incentive for Eligible Days : INR 45,000/-
BU Recommended Incentive : INR 15,800/-
Incentive Change Effective Date : --

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