



Cognizant

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

May 22, 2012

**Naveen Kumar Sambandan
285059
Programmer Analyst**

Dear Naveen Kumar,

The last few quarters have been pivotal in Cognizant's growth story, as we delivered industry-leading performance among the top-tier players despite a challenging economic environment. We accomplished this by providing cutting-edge IT, Consulting, and BPO services across industries, investing aggressively in our business and our people, and staying even closer to our customers and partnering with them to help them build stronger businesses.

Our growth is a testament to our high-performance culture as well as our high-touch customer relationship model characterized by unrelenting focus on customers and commitment to leveraging our world-class skills and practices to address their business problems. Cognizant's leadership position in the market would not have been possible without the focus, passion and dedication of our cherished associates.

In recognition of your contribution to cognizant On successful completion of your probation period we are happy to announce salary increases effective **May 19, 2012**. Your Annual Total Compensation would be Rs. **335,000** which includes an annual performance – linked incentive of Rs. 20,000. For further details, refer Annexure A.

We would like to take this opportunity to thank you for your contribution to sustaining and enhancing Cognizant's industry differentiation, and look forward to your continued support in helping Cognizant set new standards for the industry in 2011 and beyond.

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

Sriram V Rajagopal
Vice President - HR

Annexure A

Date: May 19, 2012

Name: Naveen Kumar Sambandan

Designation: Programmer Analyst

SL No.	Description	Monthly (Rs.)	Annualized (Rs.)
1.	Basic	9,200	110,400
2.	HRA @ 60% of Basic	5,520	66,240
3.	Special Allowance	8,376	100,512
4.	Medical Allowance	1,250	15,000
5.	Conveyance Allowance	800	9,600
6.	Company's Contribution to PF #	1,104	13,248
	Annual Gross Compensation		315,000
	Incentive Indication *		20,000
	Annual Total Compensation		335,000
	Annual Medical Insurance Premium		3,000
	Total Remuneration		338,000

PF is contributed at 12% of Gross Compensation (excl. HRA) for International Workers or at INR780 for Basic less than 6500 or at 12% of Basic for the rest.

* Incentive Indication

The annual performance bonus will be lower or higher, as the case maybe depending upon your performance and that of the Company. It will also be subject to your being present on company rolls as of December 31, 2012.

Flexible Benefit Plan

You may use the components of HRA, Special Allowance, Conveyance Allowance and Medical Allowance to select from a basket of allowances and benefits available to you.

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Cognizant Technology Solutions India Private Limited