



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

March 12, 2015

Naveen Kumar Sambandan

285059

Associate - Projects

Dear Naveen,

2014 was an eventful year-we completed 20 years, went past the 200,000 employee mark, crossed the \$10 billion revenue mark, and did two of our biggest deals in our history. After having to take our full year growth guidance down in the quarter ended June, we ended 2014 on a strong note.

We thank you for your efforts in 2014. We continue to remain committed to our belief 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. As you know, performance incentive is determined by a combination of the company's performance and your performance during the year.

Your performance in 2014 has been assessed and rated as **Exceeds Most Expectations (EM)**. In recognition of your efforts and contribution, we are pleased to announce a performance incentive of Rs. **32,700/-**.

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.

We have started 2015 on a positive note, guiding to at least 19 percent revenue growth, which we believe will be industry-leading. With focus and good execution, I am sure that Cognizant will further differentiate itself in the marketplace and emerge as a stronger partner of choice to clients and a more formidable employer of choice to our associates and prospects.

Looking forward to your continued support and commitment.

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 2014 (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.32,603/-
BU Recommended Incentive : Rs.32,700/-
Incentive Change Effective Date : July 01, 2014