



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

March 12, 2012

**Naveen Kumar Sambandan
285059
Programmer Analyst Trainee**

Dear Naveen,

2011 was another milestone year for Cognizant. Despite the challenging economy, we delivered industry leading growth of 33%; added 33,500 people to our global workforce; enjoyed attrition levels well below the industry; and, achieved the highest employee satisfaction scores in our history. And finally, we entered the prestigious Fortune 500 list. This would not have been possible without your hard work, dedication, and commitment. You are an integral part of our success.

We have always believed in sharing the benefits of our spectacular growth with all of you. Performance incentives are an expression of this philosophy. In recognition of your efforts, we are pleased to announce a performance incentive of Rs **13,622/-** for 2011.

The above amount is inclusive of bonus paid in lieu of profit-linked bonus under the Payment of Bonus Act, 1965. This shall be deemed to be a settlement under S 31-A of the Payment of Bonus Act, 1965.

There are tough global economic challenges in 2012. However, we are optimistic that the strength of our value proposition, the depth of our client relationships, the exceptional execution of our strategy and our dedicated workforce will allow us to continue to deliver industry-leading performance.

We look forward to your continued support in making Cognizant the industry leader.

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

**Sumithra Gomatam
SVP - Projects**

Note: The aforementioned incentive appropriately reckons any revision/ promotion and loss-of-pay days, and is pro-rated for your period of association with Cognizant-India during the year 2011. It will be net of appropriate taxes before being credited to your bank account.

For Internal Circulation only; not valid for other purpose unless duly authorized.

Cognizant Technology Solutions India Private Limited.