



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

March 14, 2019

Naveen Kumar Sambandan
285059
Associate

Dear Naveen Kumar,

We have a pay for performance philosophy at Cognizant, rewarding our associates for positive company and individual performance.

Your performance in 2018 has been rated as **Exceeds All Expectations (EA)**. We are pleased to announce a performance incentive of **Rs. 58,500/-**. 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 statutory bonus in lieu of bonus payable as per 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.

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 2018 (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 - 2018

Name : Naveen Kumar Sambandan
India Eligible Days : 365
Incentive for Eligible Days : Rs. 45,000/-
BU Recommended Incentive : Rs. 58,500/-
Incentive Change Effective Date : --

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