

August 20, 2018

Naveen Kumar Sambandan
285059
Associate - Projects

Dear Naveen Kumar,

Thanks to your dedication, focus and creativity, Cognizant continues to be a market leader in driving innovative solutions for our clients.

As a result of your efforts, we're pleased to inform you that your Annual Total Compensation (ATC) is revised to INR **716,256/-** effective **July 01, 2018**. This includes an annual performance-linked incentive of INR **45,000/-**. For further details, please refer to **Annexure A**.

All terms and conditions of your employment other than your revised total remuneration remain unchanged.

We look forward to your continued expertise in accelerating our shift to digital.

Best wishes,

Cognizant Executive Management
For **Cognizant Technology Solutions India Private Limited**.

Annexure A**Effective Date:** July 01, 2018**Name:** Naveen Kumar Sambandan**Designation:** Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	19,600	235,200
2	House Rental Allowance	11,760	141,120
3	Special Allowance	18,176	218,112
4	Medical Reimbursement	1,250	15,000
5	Advance Statutory Bonus#	2,000	24,000
6	Conveyance Allowance	800	9,600
7	Company's Contribution to PF*	2,352	28,224
8	Annual Gross Compensation		671,256
9	Incentive**		45,000
10	Annual Total Compensation		716,256
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
12	Total Remuneration		734,256

You may read about your India Total Rewards (C&B) at [1C > Total Rewards App](#)

*PF is contributed at 12% of your Basic. If you are an International Worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

**Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of the payout of the incentive.

#*Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

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Cognizant Technology Solutions India Private Limited.