

March 22, 2017

Naveen Kumar Sambandan  
285059  
Associate - Projects

Dear Naveen,

In 2016, we accelerated our shift to Digital Services and Solutions, whilst ensuring that our core business remains robust and healthy. Although the year as a whole did not meet our original expectations, we are pleased with our position in the digital market.

In recognition of your contribution to the company, we are happy to inform you that your performance in 2016 has been rated as **Meet all expectations**.

We are pleased to announce a **Performance pay** payment of **GBP 136 gross** (see below for further details). Your performance incentive is determined by a combination of the company's performance and that of your own performance during the year.

As we begin 2017, we are confident that the investments we have made in our people, processes, and other aspects of our business will position us well to deliver strong results in 2017 and beyond.

We thank you for your continued support and commitment.

Best wishes,

**Cognizant Executive Management**  
**For Cognizant Technology Solutions Europe**

*Note: Your incentive reflects any revision/promotion, loss-of-pay days and is pro-rated for your period of employment with Cognizant-Europe during 2016. Your payment after appropriate taxes will be credited to your bank account. All payments are subjected to prevailing tax legislations applicable to you. Please note bonuses are entirely at the discretion of the Company and payment of a bonus in one year does not give rise to a bonus in any other year.*

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#### Performance pay Calculation - 2016

Associate ID : 285059  
Eligible Days in Europe : 94  
Eligible Country in Europe : United Kingdom  
Last Drawn Salary as on 31st Dec 2016 : GBP 35,100  
Prorated Salary for Eligible Days : GBP 9,015(Annual Salary/366\*Eligible Days)  
Performance Pay % : 1.5%  
BU Approved gross Amount : GBP 136

Start Date	End Date	LOP (Loss of Pay)	# Days	Country
29 Sep 2016	31 Dec 2016	0	94	GBR

