



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

March 14, 2013

**Naveen Kumar Sambandan
285059
Programmer Analyst**

Dear Naveen,

Cognizant believes in a performance-based culture and has consistently shared the results of that performance with associates. In 2012, we once again grew faster than the industry. However, we did not meet our original revenue goal of 23 percent, and had to reduce our full year guidance in May of last year. Our 2012 bonus payouts, therefore, are a reflection of that performance. It would be pertinent to point out that in years where we exceeded our growth guidance, we paid significantly above target.

To be sure, we are pleased that we met our revised guidance by delivering \$7.35 billion in revenue, maintained attrition levels below our competitors, and achieved very strong employee satisfaction scores. Your efforts in delivering on that promise are greatly appreciated.

Your performance for 2012 has been assessed and rated as **Exceeds most expectations (EM)**. In recognition of your efforts, we are pleased to announce a performance incentive of Rs.**20,000/-** for 2012.

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 are confident in the strength of our value proposition, the depth of our client relationships, and the fact that strong execution will help us continue to deliver the industry-leading performance and career enhancement opportunities you expect.

We look forward to your continued support in sustaining Cognizant's position as a growth 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 2012 as shared in the annexure herein. It will be net of appropriate taxes before being credited to your bank account.

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Cognizant Technology Solutions India Private Limited.

Incentive Annexure - 2012

Name : Naveen Kumar Sambandan
 Recommended Incentive : Rs.20,000/-
 Eligible Days in India for Incentive : 366

AssociateID	Effective Date	Action	Eligible Days
285059	01 Jan 2012	-	139
285059	19 May 2012	Confirmation	227
285059	31 Dec 2012	-	0

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