

March 22, 2018

Naveen Kumar Sambandan

285059

Associate - Projects

Dear Naveen Kumar,

Cognizant had a strong 2017, with full-year revenue growth of nearly 10 percent. We delivered four consecutive quarters of consistently solid performance at the top and bottom lines. As we increased our annual revenue to \$14.81 billion, our digital revenue grew almost 30% - about 27% of our total annual revenue.

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

In recognition of your contribution to the company, we are happy to share that your performance in 2017 has been rated **Exceeds most expectations (EM)**.

We are pleased to announce a performance incentive of **Rs. 13,900/-**. 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 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 appreciate the passion and dedication you bring to our clients, delivering on Cognizant's promise of industry-leading solutions.

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 2017 (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 - 2017

Name : Naveen Kumar Sambandan
India Eligible Days : 107
Incentive for Eligible Days : Rs. 13,192/-
BU Recommended Incentive : Rs. 13,900/-
Incentive Change Effective Date : --

Category	Start Date	End Date	No Of Days
Travel not in India	01-Jan-17	16-Sep-17	258

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