



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

October 17, 2016

**NAVEEN KUMAR SAMBANDAN
285059
Associate - Projects**

Dear NAVEEN KUMAR,

We thank you for your contribution to yet another year of strong growth. We sincerely appreciate your passion to challenge the *status quo* and help strengthen our position as a leading transformation partner for our clients.

We are happy to announce that your Annual Total Compensation (ATC) is revised to Rs.**609,996/-** which includes an annual performance-linked incentive of Rs. **45,000/-**. Your revised compensation is effective from **July 01, 2016**. For further details, please refer to ***Annexure A***.

Except for the revision to your Total Remuneration, all the other terms and conditions of your employment remain unchanged.

We look forward to your continued support and commitment to help our clients navigate the shift and transition to the digital economy.

Best wishes,
For **Cognizant Technology Solutions India Private Limited.**

**Sairamkumar Jayaraman
Global Delivery Head-QE&A**

Annexure A

Effective Date: July 01, 2016

Name: NAVEEN KUMAR SAMBANDAN

Designation: Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	16,500	198,000
2	House Rental Allowance	9,900	118,800
3	Special Allowance	14,653	175,836
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*	1,980	23,760
8	Annual Gross Compensation		564,996
9	Incentive**		45,000
10	Annual Total Compensation		609,996
11	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
12	Total Remuneration		625,996

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.