



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

June 29, 2013

Naveen Kumar Sambandan
285059
Programmer Analyst

Dear Naveen,

Thank you for your contributions towards another year of growth. It is your continued commitment, dedication to delivering the best and partnering with our clients that has enabled us to sustain our success.

We are pleased to inform you that your Annual Total Compensation (ATC) has been revised to Rs. **354,272/-** which includes an annual performance-linked incentive of Rs. **20,000/-**. Your revised compensation is effective from **July 01, 2013**. For further details, please refer to ***Annexure A***.

Except for the revision above in your Annual Total Compensation and the conditions dealing with incentive, all the other terms and conditions of your employment remain unchanged.

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

We look forward to your continued support in helping Cognizant and our clients 'run better' and 'run different'.

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

Sumithra Gomatam
SVP - Projects

Annexure A

Effective Date: July 01, 2013

Name: Naveen Kumar Sambandan

Designation: Programmer Analyst

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	9,750	117,000
2	House Rental Allowance	5,850	70,200
3	Special Allowance	9,036	108,432
4	Medical Reimbursement	1,250	15,000
5	Conveyance Allowance	800	9,600
6	Company's Contribution to PF*	1,170	14,040
7	Annual Gross Compensation		334,272
8	Incentive Indication**		20,000
9	Annual Total Compensation		354,272
10	Annual Medical Insurance Premium		3,000
11	Total Remuneration		357,272

*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 Indication** : 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 a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.