

March 20, 2017

Naveen Kumar Sambandan
285059
Associate - Projects

Dear Naveen,

In 2016, we accelerated our shift to digital services and solutions, while 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 efforts, we are happy to share that your performance in 2016 rated as **Meets All Expectations (MA)**.

We are pleased to announce a performance incentive of INR. **16,800/-**. Your performance incentive is determined by a combination of the company's performance and that of 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.

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

All the best!

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 2016 (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 - 2016

Name : Naveen Kumar Sambandan
India Eligible Days : 272
Incentive for Eligible Days : INR 33,500/-
BU Recommended Incentive : INR 16,800/-
Incentive Change Effective Date : --

Category	Start Date	End Date	No of days
Travel Not in India	29-Sep-16	1-Jan-17	94

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