



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

July 19, 2014

NAVEEN KUMAR SAMBANDAN  
285059  
Programmer Analyst

Dear NAVEEN KUMAR,

Thank you for your contribution to Cognizant's another year of stellar growth. We sincerely appreciate your continued passion to challenge the status quo and help sustain our market leadership.

We are happy to announce that you have been promoted to the position of **Associate - Projects** effective from **July 01, 2014**. Your revised Annual Total Compensation (ATC) is Rs. **519,996/-** which includes an annual performance-linked incentive of Rs. **45,000/-**. For further details, please refer to **Annexure-A**.

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

We look forward to your continued support in helping our clients build stronger businesses, and in the process, further strengthening our market leadership.

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

Sripriya Kalyanasundaram  
VP - Projects

## Annexure A

**Effective Date:** July 01, 2014

**Name:** NAVEEN KUMAR SAMBANDAN

**Designation:** Associate - Projects

| S.NO | DESCRIPTION                      | MONTHLY | ANNUALIZED |
|------|----------------------------------|---------|------------|
| 1    | Basic                            | 13,875  | 166,500    |
| 2    | House Rental Allowance           | 8,325   | 99,900     |
| 3    | Special Allowance                | 13,668  | 164,016    |
| 4    | Medical Reimbursement            | 1,250   | 15,000     |
| 5    | Conveyance Allowance             | 800     | 9,600      |
| 6    | Company's Contribution to PF*    | 1,665   | 19,980     |
| 7    | Annual Gross Compensation        |         | 474,996    |
| 8    | Incentive**                      |         | 45,000     |
| 9    | Annual Total Compensation        |         | 519,996    |
| 10   | Annual Medical Insurance Premium |         | 8,000      |
| 11   | Total Remuneration               |         | 527,996    |

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 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 the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of the payment of the incentive.