



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

July 22, 2015

**NAVEEN KUMAR SAMBANDAN
285059
Associate - Projects**

Dear NAVEEN KUMAR,

Thank you for your contribution to Cognizant's another year of strong growth. We sincerely appreciate your passion to *challenge the status quo and help drive excellence in our business operations* in order to sustain our market leadership.

We are happy to announce that your Annual Total Compensation (ATC) is revised to Rs.**556,392/-** which includes an annual performance-linked incentive of Rs.**45,000/-**. Your revised compensation is effective from **July 01, 2015**. 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 in helping our clients build stronger businesses.

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

**Sairamkumar Jayaraman
Senior Vice President**

Annexure A

Effective Date: July 01, 2015

Name: NAVEEN KUMAR SAMBANDAN

Designation: Associate - Projects

S.NO	DESCRIPTION	MONTHLY	ANNUALIZED
1	Basic	14,925	179,100
2	House Rental Allowance	8,955	107,460
3	Special Allowance	14,895	178,740
4	Medical Reimbursement	1,250	15,000
5	Conveyance Allowance	800	9,600
6	Company's Contribution to PF*	1,791	21,492
7	Annual Gross Compensation		511,392
8	Incentive**		45,000
9	Annual Total Compensation		556,392
10	Company's contribution towards benefits (Medical, Accident and Life Insurance)		13,000
11	Total Remuneration		569,392

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.