



211 Quality Circle
College Station, TX 77845
Phone (979) 691-7700
Fax (979) 691-7750
www.Cognizant.com

March 12, 2015

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Pranaykumar Kondekar

Dear Pranaykumar,

2014 was an eventful year—we completed 20 years, went past the 200,000 employee mark, crossed the \$10 billion revenue mark, and did two of our biggest deals in our history. After having to take our full year growth guidance down in the quarter ended June, we ended 2014 on a strong note.

We thank you for your efforts in 2014. We continue to remain committed to our belief in sharing the rewards of our performance with our associates and our performance incentive for this year is yet again an expression of this philosophy. As you know, performance incentive is determined by a combination of the company's performance and your performance during the year.

Your performance in 2014 has been assessed and rated as **MA**. In recognition of your efforts and contribution, we are pleased to announce a performance incentive of **USD 602**.

We have started 2015 on a positive note, guiding to at least 19 percent revenue growth, which we believe will be industry-leading. **With focus and good execution, we are sure that Cognizant will further differentiate itself in the marketplace and emerge as a stronger partner of choice to clients and a more formidable employer of choice to our associates and prospects.**

Looking forward to your continued support and commitment.

Best wishes,
Cognizant Technology Solutions US Corp.

Note: Your incentive reflects any revision/promotion and is pro-rated for your period of association with Cognizant-North America during 2014. Your incentive payment, net of appropriate taxes, will be credited to your bank account.