



211 Quality Circle  
College Station, TX 77845

November 13, 2017  
Ritesh Grover  
328464

Dear Ritesh,

Thank you for the tremendous contributions you have made to Cognizant. As a top performer, you are essential to the success of our clients and our company. Your dedication, expertise and commitment to delivering in line with our values and goals are recognized and valued by leadership and your colleagues.

We are happy to announce that you are receiving a **EA rated cash award** payout of USD 7,000 in recognition of your significant achievements in 2016.

We sincerely appreciate your passion and dedication in helping our clients transform their business, operating and technology models to achieve the full value of digital at scale.

All terms and conditions of your employment remain unchanged.

Best wishes,

Cognizant Executive Management  
For Cognizant Technology Solutions US Corp.

Please note: All payments are subject to deductions per prevailing tax laws