



Cognizant

211 Quality Circle  
College Station, TX 77845  
Phone (979) 691-7700  
Fax (979) 691-7750  
[www.cognizant.com](http://www.cognizant.com)

May 11, 2017

To Whom It May Concern

Re: Mr. Vibranarayanan Mohanapashyam

Dear Sir/Madam:

This letter is issued in reference to Mr. Vibranarayanan Mohanapashyam's and his managerial job duties.

Mr. Vibranarayanan Mohanapashyam will provide advice and guidance to on-shore and off-shore professional team members with respect to customized software design and development to ensure compliance with technical specifications, and to ensure foremost customer satisfaction. Mr. Vibranarayanan Mohanapashyam will provide leadership through project management, including management duties of reporting metrics, which includes deliverables to Cognizant senior management and serving as an official representative of Cognizant to the client. He will guide the professionals comprising the development team, which requires onsite and offshore project management, planning and executing customized systems deliverables, knowledge transfer and training professional subordinates. He will serve as an escalation to resolve technical issues, and setting goals and providing performance feedback for subordinates.

Mr. Vibranarayanan Mohanapashyam's day-to-day responsibilities will include defining team structure, discretionary authority to hire and fire professional college/university degree holding team members of Cognizant, interviewing potential talent, recommending team members for promotions or salary revisions, and guiding team leads to ensure quality control with respect to technical specifications and processes. As most organizations in the U.S., our managers collaborate with our Human Resources function to ensure compliance with statutory requirements, which is the underlying reason for stating that Mr. Vibranarayanan Mohanapashyam will have "discretionary" authority to hire and fire the professionals under his management and supervision.

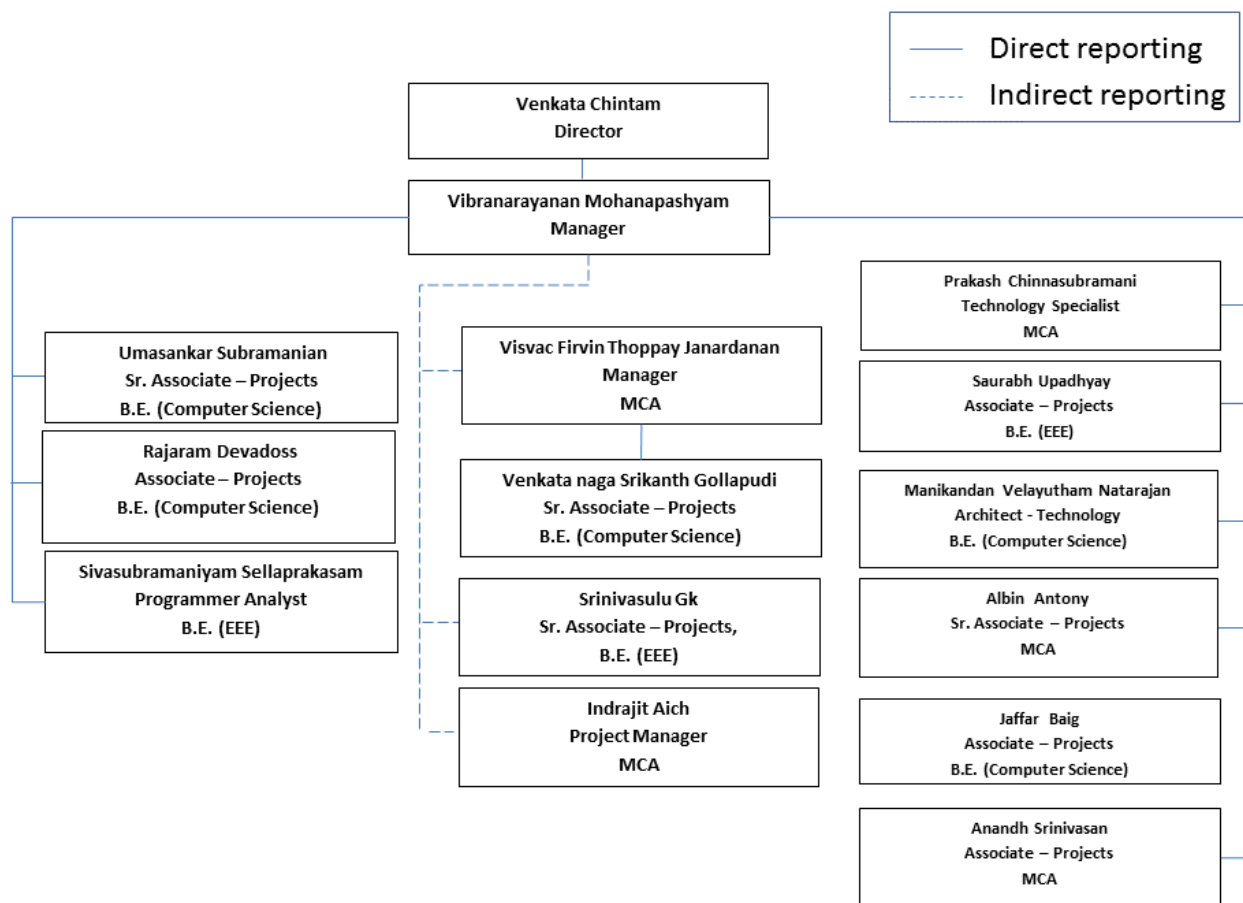
The scope of this position is far reaching in that Mr. Vibranarayanan Mohanapashyam will be responsible gathering business requirements, analysis and design solutions. He will be providing estimates based on requirements and plan on the release date of the

products using standard estimation techniques followed in agile process. This includes preparation of sprint and release plans. He will make sure these plans reviewed and approved by product stakeholder. Mr. Vibranarayanan Mohanapashyam will be managing project delivery and customer interactions by attending client meetings and providing project updates and proposing business improvement plans through evaluation of business and innovations. Mr. Vibranarayanan Mohanapashyam will be taking care of identifying risk and roadblock and closing it on time to make sure smooth project execution. He will prepare and execute an action and mitigation plan for resolving the risks and roadblocks. Mr. Vibranarayanan Mohanapashyam will be responsible for providing project status Reports daily and weekly to all stakeholders in both client and Cognizant leadership teams with high transparency.

| <b>Client Account Director – Venkata Chintam</b><br><b>Job Duties Below:</b>   | <b>Manager – Vibranarayanan Mohanapashyam</b><br><b>Job Duties Below:</b>  |
|--|--|
| Monitoring and handling multiple client engagement Revenue. Participate in governance meetings and Cognizant leadership team for account and portfolio status reporting. Review plan and implementation status.    | Collaborate with customers, groom and prioritize product backlog. Enable teams to customize product as per customer needs. Status and metrics reporting. Participate in strategic program level meetings and design walkthrough meeting to understand the program nature and scope of services. Ensure phase wise roll out of product implementations. Product evangelization – new features to existing customer, pitch for new customers. Enable teams to implement must have features to integrate the product seamlessly in customer environments. |
| Review various Accounts' revenue and forecast. Set target to achieve forecasted revenue. Keep track of CP and utilization metrics as targeted for both onsite and offshore teams.                                  | Project level monthly forecast and billing. Work with onsite and offshore teams for forecast and billing annexure consolidation. Submit annexure and forecast for account leadership review and take it to closer.   |
| Discuss with client partners and provide input to managers renew/initiate various teams' license agreement, service agreement etc. Review and provide approval for processing with organization's compliance team. | Work closely with leadership to address Current customer pain-points and new opportunities. Run idea campaigns in the customer area to provide innovative solutions to complex problems. Provide value-adds by ways of upgrades, Adding new features like micro services as applicable. Statement of work articulations as guided by leadership team, submit for review process. Work with compliance team and take it to closer.  |
| Set goals at account level and Client portfolio level to align with customer goals and review status in frequent intervals.  | Manage expectations of subordinates and set goals and guide them to achieve the same. Perform appraisal evaluations for promotions   |

& hikes. Engage in Team building activities to ensure high productivity across onsite & offshore teams.

The below chart depicts Mr. Vibranarayanan Mohanapashyam's role within the hierarchy of the assigned managerial engagement.



| Direct Full-Time, 40h per week, Subordinates Names | Job Title & Location          | Detailed Job duties and Percentage of Time  |
|--|-------------------------------|---|
| Prakash Chinnasubramani                            | Technology Specialist, Onsite | <ul style="list-style-type: none"> <li>Support application architecture change and prepare/propose new architecture 20% of time.</li> <li>Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 20% of time.</li> <li>Do minor/major code changes in existing application based on requirement, defect fixing (HTML, J2EE, JS, and Mysql, Angular JS, Docker and Openshift) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing;</li> </ul> |

|                                  |                          |  |
|----------------------------------|--------------------------|--|
|                                  |                          | <p>create unit test logs. Do peer review 40% of time.</p> <ul style="list-style-type: none"> <li>• Participate in innovation sessions and conduct internal trainings for developers and status reporting 20% of time.</li> </ul>   |
| Saurabh Kumar, Upadhyay          | Associate, Onsite        | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time.</li> <li>• Do minor/major code changes in existing application based on requirement, defect fixing (React JS, and Java, web service) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing; create unit test logs. Do peer review and Participate in innovation sessions 50% of time.</li> <li>• Client interaction and status reporting 20% of time.</li> </ul>   |
| Manikandan, Velayutham Natarajan | Architect, Onsite        | <ul style="list-style-type: none"> <li>• Support application architecture change and prepare/propose architecture and propose technology recommendation 10% of time.</li> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 25% of time.</li> <li>• Do minor/major code changes defect fixing in application (HTML, J2EE, JSF, JS, and Oracle) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing; create unit test logs. Do peer review 35% of time.</li> <li>• Participate in identified business proposals and propose technology solution 15% of time.</li> <li>• Participate in innovation sessions and conduct internal trainings for developers and status reporting 15% of time.</li> </ul> |
| Albin Antony                     | Senior Associate, Onsite | <ul style="list-style-type: none"> <li>• Support application architecture change and prepare/propose module level architecture 20% of time.</li> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 25% of time.</li> <li>• Do minor/major code changes in existing application based on requirement, defect fixing (HTML, J2EE, JS, Angular JS, and Mysql) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing; create unit test logs. Do peer review 40% of time.</li> <li>• Participate in innovation sessions and conduct internal trainings for developers and status reporting 15% of time.</li> </ul>  |

|                       |                            |   |
|-----------------------|----------------------------|---|
| Jaffar, Baig          | Associate, Onsite          | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time</li> <li>• Do minor/major code changes in existing application based on requirement, defect fixing (Siebel CRM) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing; create unit test logs. Do peer review and Participate in innovation sessions 50% of time</li> <li>• Client interaction and status reporting 20% of time</li> </ul>  |
| Anandh Srinivasan     | Associate, Onsite          | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time</li> <li>• Do minor/major code changes in existing application based on requirement, defect fixing (JAVA, ILOG and Oracle) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing; create unit test logs. Do peer review and Participate in innovation sessions 50% of time</li> <li>• Client interaction and status reporting 20% of time</li> </ul>   |
| Umasankar Subramanian | Senior Associate, Offshore | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time</li> <li>• Do minor/major code changes in existing application based on requirement, defect fixing (HTML, PHP, JavaScript and Perl) and develop comprehensive unit testing cases and unit test plans. conduct comprehensive unit testing; create unit test logs and peer review 40% of time</li> <li>• Participate in innovation sessions, support process audit activates and conduct internal trainings for developers and status reporting 30% of time.</li> </ul> |
| Rajaram Devadoss      | Associate, Offshore        | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time</li> <li>• Do minor/major code changes in existing application based on requirement, defect fixing (PHP, Perl and C) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing; create unit test logs. Do peer review and Participate in innovation sessions 50% of time</li> <li>• Support process audit activates and conduct internal trainings for developers and status reporting 20% of time.</li> </ul>             |

|                                   |                                 |   |
|-----------------------------------|---------------------------------|---|
| Sivasubramaniyam<br>Sellaprakasam | Programmer<br>Analyst, Offshore | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time</li> <li>• Do minor/major code changes in existing application based on requirement, defect fixing (MS access and VB Script) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing; create unit test logs. Do peer review and Participate in innovation sessions and status reporting 70% of time</li> </ul> |
|-----------------------------------|---------------------------------|---|

| <i>In-Direct</i> Full-Time,<br>40h per week,<br>Subordinates Names | Job Title &<br>Location       | Detailed Job duties and Percentage of Time  |
|--|-------------------------------|---|
| Visvac Firvin Thoppay<br>Janardanan                                | Manager, Offshore             | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time</li> <li>• Do minor/major enhancement and defect fixing (Big data / Hadoop) 40% of time.</li> <li>• Support application architecture change and prepare/propose plan for analytics platform 15% of time.</li> <li>• Participate in innovation sessions and status reporting 15% of time</li> </ul>  |
| Venkata naga Srikanth<br>Gollapudi                                 | Senior Associate,<br>Offshore | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time</li> <li>• Do minor/major code changes in existing application based on requirement, defect fixing (ETL and Data stage) and develop comprehensive unit testing cases and unit test plans. conduct comprehensive unit testing; create unit test logs and peer review 40% of time</li> <li>• Participate in innovation sessions, support process audit activates and conduct internal trainings for developers and status reporting 30% of time.</li> </ul> |
| Srinivasulu Gk   | Senior Associate,<br>Offshore | <ul style="list-style-type: none"> <li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 40% of time</li> <li>• Do minor/major enhancement in existing application based on requirement, defect fixing (ORACLE) 40% of time</li> <li>• Participate in innovation sessions, support process audit activates and conduct internal trainings for developers and status reporting 20% of time.</li> </ul>  |

|               |                 |  |
|---------------|-----------------|--|
| Indrajit Aich | Manager, Onsite | <ul style="list-style-type: none"><li>• Participate in requirement gathering and release planning meetings and support documentation in applicable areas and provide estimates 30% of time</li><li>• Do minor/major code changes in existing application based on requirement, defect fixing (APPEAN) and develop comprehensive unit testing cases and unit test plans. Conduct comprehensive unit testing; create unit test logs. Do peer review 40% of time.</li><li>• Support application architecture change and prepare/propose architecture to serve the need 15% of time</li><li>• Participate in innovation sessions and status reporting 15% of time.</li></ul> |
|---------------|-----------------|--|

In sum, I attest that Mr. Vibranarayanan Mohanapashyam's role as Manager is managerial, and crucial to ensuring the continued success and leadership of our company.

Sincerely,



Venkata Chintam

Client Account Director