



Cognizant

EQUAL OPPORTUNITY POLICY STATEMENT

March 24, 2015 through March 24, 2016

Cognizant Technology Solutions US Corporation is firmly committed to Equal Employment Opportunity (EEO) and Affirmative Action (AA) compliance with all Federal, State and local laws that prohibit employment discrimination on the basis of age, sex, color, race, creed, national origin, religion, marital status, citizenship status, ancestry, sexual orientation, gender identity, affection preference, disability status, protected veteran status, membership or activity in a local human rights commission, status with regard to public assistance, or any other classification protected by applicable law. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

It is the policy of Cognizant Technology Solutions US Corporation to undertake affirmative action in compliance with all federal, state, and local requirements to recruit a diverse pool of applicants to ensure that our employment practices are, in fact, non-discriminatory. We are committed to taking affirmative action to hire and advance in employment, minorities and women as well as qualified individuals with disabilities and protected veterans.

I wish to take this opportunity to assure each applicant, employee and party with whom we do business of my personal commitment to equal opportunity and affirmative action objectives.

We invite employees who are disabled or protected veterans who wish to be included in our Affirmative Action Program to self-identify by contacting the EEO Officer. This self-identification is strictly voluntary and confidential and will not result in retaliation of any kind.

Employees and applicants will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint of discrimination, participates in proceeding, review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local laws.

As the Chief Executive Officer of Cognizant Technology Solutions US Corporation, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the organization, I have selected Keith Mitchell as Director-Human Resources, to serve as the company's EEO Officer. One of the EEO Officer's duties will be to establish and maintain an internal audit and reporting system to effectively measure and monitor the company's programs.

In furtherance of its EEO policy regarding Affirmative Action and Equal Employment Opportunity, Cognizant Technology Solutions US Corporation has developed a written Affirmative Action Program which sets forth the policies, practices and procedures for individuals with disabilities and protected veterans as required. I will receive and review reports on the progress of the program.

This Affirmative Action Program for Individuals with Disabilities and Protected Veterans is available for inspection by any employee or applicant for employment upon request, between 8:00 a.m. – 5:00 p.m. Eastern Time by contacting Keith Mitchell. The statistical metrics are not included in the Affirmative Action Program for review. I invite any applicant or employee to address your concerns and questions to Keith Mitchell.

Keith Mitchell
500 Frank W. Burr Boulevard
Teaneck, NJ 07666
(848) 702-5633
Keith.Mitchell@cognizant.com



Francisco D'Souza
Chief Executive Officer