Copy,Fedex and Check Request Sheet - H Extension

Date	February 18, 2017	VER
Associate ID	**343412**	
Prepared By	Shanmuganathan M	
Reviewed By		
Signatory	Lucilia Estevao	
Premium Processing Approved By	**BU**	
Urgent-To be filed the same Day	**No**	
Address		
Vermont Service Center		

Visa Type	Type of Filing	Case ID
H-1B Amendment + Extension-2nd Filing	**Premium Filing**	KBAAB329308-7
H4 Extension	**Premium Filing**	KBAAB866955-2

Check Denominations	Check #
Primary Applicant	
$ 460	
Premium Filing Fee	
$ 1225	
Dependants	
$ 370	

Fedex Label-Sent to USCIS **Return Fedex Label**

New Law Increases H-1B and L-1 Petition Fees

The Consolidated Appropriations Act, 2016 (Public Law 114-113), signed into law by President Obama on December 18, 2015, increases fees for certain H-1B and L-1 petitioners. These petitioners must submit an additional fee of $4,000 for certain H-1B petitions and $4,500 for certain L-1A and L-1B petitions postmarked on or after December 18, 2015.

The additional fees apply to petitioners who employ 50 or more employees in the United States, with more than 50 percent of those employees in H-1B or L (including L-1A and L-1B) nonimmigrant status. These petitioners must submit the additional fees with an H-1B or L-1 petition filed:

- Initially to grant status to a nonimmigrant described in subparagraph (H)(i)(b) or (L) of section 101(a)(15) of the Immigration and Nationality Act; or
- To obtain authorization for a nonimmigrant in such status to change employers.

This fee is in addition to the base processing fee, Fraud Prevention and Detection Fee, American Competitiveness and Workforce Improvement Act of 1998 fee (when required), as well as the premium processing fee, if applicable. Public Law 114-113 fees will remain effective through September 30, 2025.

USCIS is in the process of revising Form I-129, Petition for a Nonimmigrant Worker and Form I-129S, Nonimmigrant Petition Based on Blanket L Petition to reflect the provisions of Public Law 114-113. Petitioners should continue to complete Item Numbers 1.d. and 1.d.1 of Section 1 of the H-1B and H-1B1 Data Collection and Filing Fee Exemption Supplement (Page 19 of Form I-129) and Item Numbers 4.a. and 4.b. of the L Classification Supplement (Page 22 of Form I-129).

USCIS may begin rejecting petitions received on or after Feb. 11, 2016 that do not complete Item Numbers 1.d. and 1.d.1 of Section 1 of the H-1B and H-1B1 Data Collection and Filing Fee Exemption Supplement and Item Numbers 4.a. and 4.b. of the L Classification Supplement, or include the additional Public Law 114-113 fee, if applicable. During the 30 day period immediately following this web alert, USCIS may issue a Request for Evidence (RFE) to determine whether the additional fee applies to the petition. To avoid an RFE, petitioners should complete the questions on the Form I-129 noted in the paragraph above and submit the applicable fee when required. Because an RFE will be issued for the fee, rather than a rejection for the omission of the fee, USCIS will maintain the original filing date as the receipt date. Petitioners should wait to respond to the RFE before sending in the additional fee or an explanation of why the new fee does not apply.

If you previously submitted a petition with the additional fee and believe the fee was not required, please contact the National Customer Service Center at 800-375-5283 (TDD for the deaf and hard of hearing: 800-767-1833.

Last Reviewed/Updated: 01/12/2016

Max Out Calculation

Associate Id : 343412
Associate Name : Deepak Kumar Rout
Max out data submitted on: 11/15/2016
Current Visa Held: H-1B

Download

Ref.	Entry Visa Type	Date Entered U.S.	Exit Visa Type	Date Departed U.S.	Number Of Days Outside U.S.	Mode Of Transport	Remarks	Clarification Requested	Passport Copies	Upload Files
☐	H-1B	02/12/2011	H-1B	01/18/2013	30	By Air				N/A
☐	H-1B	02/18/2013	H-1B	02/01/2014	30	By Air				N/A
☐	H-1B	03/04/2014	H-1B	05/19/2015	24	By Air				N/A
☐	H-1B	06/13/2015	H-1B	07/24/2015	9	By Road	exit to canada by road			N/A
☐	H-1B	08/03/2015	H-1B	10/17/2015	8	By Road	exit to canada			N/A

Total Days-Outside US : 133
Max-out Date : 06/23/2017

Move Back

Max Out Calculation

Associate Id : 343412
Associate Name : Deepak Kumar Rout
Max out data submitted on: 11/15/2016
Current Visa Held: H-1B

Download

☐	H-1B	03/04/2014	H-1B	05/19/2015	24	By Air				N/A
☐	H-1B	06/13/2015	H-1B	07/24/2015	9	By Road	exit to canada by road			N/A
☐	H-1B	08/03/2015	H-1B	10/17/2015	8	By Road	exit to canada by road			N/A
☐	H-1B	10/26/2015	H-1B	07/01/2016	8	By Road	exit to canada by road			N/A
☐	H-1B	07/10/2016	H-1B	09/01/2016	24	By Air				N/A
☐	H-1B	09/26/2016	H-1B		0	By Air				N/A

Total Days-Outside US : 133
Max-out Date : 06/23/2017

Move Back

Cognizant

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

February 18, 2017

Premium Processing Service
U.S. Citizenship and Immigration Services
Vermont Service Center
Attn: I-129/I-907 H-1B
30 Houghton Street
St. Albans. VT 05478-2399

RE: I-129 PETITION FOR H-1B VISA EXTENSION OF A NONIMMIGRANT WORKER, THUS THIS PETITION IS NOT SUBJECT TO THE PUBLIC LAW 114-113 FEE.
Petitioner: Cognizant Technology Solutions US Corporation("Cognizant")
Beneficiary: Mr. Deepak Kumar Rout

Dear Officer:

In support of Cognizant's petition for H-1B extension filed on behalf of Mr. Deepak Kumar Rout we enclose the following materials, which we respectfully request you review:

1. USCIS Press Release regarding Petition Fees, dated 1/12/2016;
2. Forms I-907 and I-129 with relevant supplements;
3. Labor Condition Application certified by the U.S. Department of Labor;
4. Cognizant's support letter;
5. Supporting documents;
6. Filing fee payment in the amount of $460 (Form I-129 base fee); and $1,225 (Premium Processing Fee)

We respectfully request your favourable and expeditious adjudication of the enclosed petition. If you have questions, please contact us. Thank you.

Sincerely,
Cognizant Technology Solutions US Corporation

Lucilia Estevao
Senior Immigration Specialist

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Request for Premium Processing Service

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-907
OMB No. 1615-0048
Expires 01/31/2018

For USCIS Use Only	Request Physically Received by USCIS	Returned	Resubmitted	Receipt
	Date / Date	Date / Date	Date / Date	
	Remarks			Action Block

To be completed by an attorney or accredited representative (if any).	☐ Select this box if Form G-28 is attached.	Attorney State Bar Number (if applicable)	Attorney or Accredited Representative USCIS ELIS Account Number (if any)

►START HERE - Type or print in black ink.

Part 1. Information About the Person Filing This Request

1. Alien Registration Number (A-Number) (if any)
► A-

2. Family Name (Last Name) | **Given Name (First Name)** | **Middle Name**

3. Company or Organization Named in the Related Case: If filed on behalf of a company or organization
Cognizant Technology Solutions US Corporation

4. Mailing Address

In Care Of Name
343412 - Lucilia Estevao - Senior Immigration Specialist

Street Number and Name or PO Box Number
211 Quality Circle

Apt. ☐ Ste. ☐ Flr. ☐ Number

City or Town
College Station

State
TX

ZIP Code
77845

Province

Postal Code

Country
USA

5. Is your current mailing address the same as your physical address? ☒ Yes ☐ No

If you answered "No," provide your physical address in **Item Number 6.**

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Part 1. Information About the Person Filing This Request *(continued)*

6. Physical Address

Street Number and Name

Apt. ☐ Ste. ☐ Flr. ☐ Number

City or Town

State

ZIP Code

Province

Postal Code

Country

7. Request for Premium Processing Service: (select **only one** box)

☒ I am the **petitioner** who is filing or has filed a petition eligible for Premium Processing Service.

☐ I am the attorney or accredited representative **for the petitioner** who is filing or has filed a petition eligible for Premium Processing Service. (Complete and submit Form G-28, if Form G-28 has not been submitted with the petition.)

☐ I am the **applicant** who is filing or has filed an application eligible for Premium Processing Service.

☐ I am the attorney or accredited representative **for the applicant** who is filing or has filed an application eligible for Premium Processing Service. (Complete and submit Form G-28, if Form G-28 has not been submitted with the application.)

Part 2. Information About the Request

1. Form Number of Related Petition or Application

I-129

2. Receipt Number of Related Petition or Application

3. Classification or Eligibility Requested

H-1B

4. Petitioner or Applicant in the Related Case

Family Name (Last Name)

Given Name (First Name)

Middle Name

5. Beneficiary in the Related Case

Family Name (Last Name): Rout

Given Name (First Name): Deepak Kumar

Middle Name

6. Name of Point of Contact for the Company or Organization

Family Name (Last Name): Estevao

Given Name (First Name): Lucilia

Middle Name

Position Title: Senior Immigration Specialist

7. Company or Organization IRS Tax Number (if any)

133924155

Part 2. Information About the Request *(continued)*

8. Address of Petitioner, Applicant, Company or Organization Named in Related Case

Street Number and Name: 211 Quality Circle
Apt. ☐ Ste. ☐ Flr. ☐ Number:

City or Town: College Station
State: TX
ZIP Code: 77845

Province:
Postal Code:
Country: USA

Part 3. Requestor's Statement, Certification, Signature, and Contact Information

I understand that U.S. Citizenship and Immigration Services (USCIS) will refund the Premium Processing Service fee to the person listed in **Part 1.** of this request if USCIS does not take an action on the related case within 15 calendar days after the appropriate USCIS office physically receives this request. I understand that case actions include a referral for investigation of suspected fraud or misrepresentation, or the issuance of:

1. An approval notice;
2. A request for evidence;
3. A notice of intent to deny; or
4. A denial notice.

Requestor's Statement

NOTE: Select the box for either **Item A.** or **B.** in **Item Number 1.** If applicable, select the box for **Item Number 2.**

1. Requestor's Statement Regarding the Interpreter

A. ☒ I can read and understand English, and have read and understand each and every question and instruction on this request, as well as my answer to each question.

B. ☐ The interpreter named in **Part 4.** has read to me each and every question and instruction on this request, as well as my answer to each question, in _____, a language in which I am fluent. I understand each and every question and instruction on this request as translated to me by my interpreter, and have provided true and correct responses in the language indicated above.

2. Requestor's Statement Regarding the Preparer

☐ I have requested the services of and consented to _____, ☐ who is ☐ is not an attorney or accredited representative, preparing this request for me.

Requestor's Certification

I certify, under penalty of perjury under the laws of the United States of America, that the information in my request and any document submitted with my request is complete, true and correct.

Copies of any documents I have submitted are exact photocopies of unaltered, original documents, and I understand that USCIS may require that I submit original documents to USCIS at a later date. Furthermore, I authorize the release of any information from my records that USCIS may need to determine my eligibility for the immigration benefit that I seek.

I furthermore authorize release of information contained in this request and in supporting documents, and in my USCIS records, to other entities and persons where necessary for the administration of U.S. immigration laws.

Part 3. Requestor's Statement, Certification, Signature, and Contact Information *(continued)*

Requestor's Signature

3. **Requestor's Signature**

Date of Signature *(mm/dd/yyyy)* ► 02/18/2017

Requestor's Contact Information

4. **Requestor's Daytime Telephone Number** 201-966-1249

5. **Requestor's Mobile Telephone Number (if any)**

6. **Requestor's Email Address (if any)** HVisas@cognizant.com

7. **Requestor's Fax Number (if any)** 201-692-8906

Part 4. Interpreter's Contact Information, Certification, and Signature

Provide the following information about the interpreter:

Interpreter's Full Name

1. **Interpreter's Family Name (Last Name)**

Interpreter's Given Name (First Name)

2. **Interpreter's Business or Organization Name (if any)**

Interpreter's Mailing Address

3. **Street Number and Name**

Apt. ☐ **Ste.** ☐ **Flr.** ☐ **Number**

City or Town

State

ZIP Code

Province

Postal Code

Country

Interpreter's Contact Information

4. **Interpreter's Daytime Telephone Number**

5. **Interpreter's Email Address (if any)**

Interpreter's Certification

I certify that:

I am fluent in English and _____, which is the same language provided in **Part 3.**, **Item B.** in **Item Number 1.**;

I have read to this requestor each and every question and instruction on this request, as well as the answer to each question, in the language provided in **Part 3.**, **Item B.** in **Item Number 1.**; and

The requestor has informed me that they understand each and every instruction and question on the request, as well as their answer to each question.

Part 4. Interpreter's Contact Information, Certification, and Signature *(continued)*

Interpreter's Signature

6. **Interpreter's Signature** _____ **Date of Signature** *(mm/dd/yyyy)* ► _____

Part 5. Name, Contact Information, Declaration, and Signature of the Person Preparing this Request, If Other Than the Requestor

Provide the following information about the preparer:

Preparer's Full Name

1. **Preparer's Family Name (Last Name)** _____ **Preparer's Given Name (First Name)** _____

2. **Preparer's Business or Organization Name (if any)** _____

Preparer's Mailing Address

3. **Street Number and Name** _____ **Apt.** ☐ **Ste.** ☐ **Flr.** ☐ **Number** _____

City or Town _____ **State** _____ **ZIP Code** _____

Province _____ **Postal Code** _____ **Country** _____

Preparer's Contact information

4. **Preparer's Telephone Number** _____

5. **Preparer's Fax Number** _____

6. **Preparer's Email Address (if any)** _____

Preparer's Statement

7.A. ☐ I am not an attorney or accredited representative but have prepared this request on behalf of the requestor with the requestor's consent.

7.B. ☐ I am an attorney or accredited representative and my representation of the requestor in this case (choose one) ☐ extends ☐ does not extend beyond the preparation of this request.

Part 5. Name, Contact Information, Declaration, and Signature of the Person Preparing this Request, If Other Than the Requestor *(continued)*

Preparer's Declaration

By my signature, I certify, swear or affirm, under penalty of perjury, that I prepared this request on behalf of, at the request of, and with the express consent of, the requestor. I completed the request based only on responses the requestor provided to me. After completing the request, I reviewed it and all of the requestor's responses with the requestor, who agreed with each and every answer provided for each question on the request and, when required, supplied additional information to respond to a question on the request.

Preparer's Signature

8. Preparer's Signature _____

Date of Signature *(mm/dd/yyyy)* ► _____

Petition for a Nonimmigrant Worker

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-129
OMB No. 1615-0009
Expires 12/31/2018

For USCIS Use Only	Receipt	Partial Approval (explain)	Action Block
Class: _____ No. of Workers: _____ Job Code: _____ Validity Dates: _____ From: _____ To: _____	☐ **Classification Approved** ☐ Consulate/POE/PFI Notified At: _____ ☐ Extension Granted ☐ COS/Extension Granted		

► **START HERE - Type or print in black ink.**

Part 1. Petitioner Information

If you are an individual filing this petition, complete **Item Number 1. If you are a company or an organization filing this petition,** complete **Item Number 2**.

1. Legal Name of Individual Petitioner

Family Name (Last Name):
Given Name (First Name):
Middle Name:

2. Company or Organization Name

Cognizant Technology Solutions US Corporation

3. Mailing Address of Individual, Company or Organization

In Care Of Name: 343412 - Lucilia Estevao, Senior Immigration Specialist

Street Number and Name: 211 Quality Circle
Apt. ☐ Ste. ☐ Flr. ☐ Number:

City or Town: College Station
State: TX
ZIP Code: 77845

Province:
Postal Code:
Country: USA

4. Contact Information

Daytime Telephone Number: (201) 966-1249
Mobile Telephone Number:
Email Address (if any): HVisas@cognizant.com

5. Other Information

Federal Employer Identification Number (FEIN): ► 13-3924155
Individual IRS Tax Number: ►
U.S. Social Security Number (if any): ►

Part 2. Information About This Petition (See instructions for fee information)

1. **Requested Nonimmigrant Classification** (Write classification symbol): H-1B

2. **Basis for Classification** (select **only one** box):
   - ☐ **a.** New employment.
   - ☐ **b.** Continuation of previously approved employment without change with the same employer.
   - ☐ **c.** Change in previously approved employment.
   - ☐ **d.** New concurrent employment.
   - ☐ **e.** Change of employer.
   - ☒ **f.** Amended petition.

3. **Provide the most recent petition/application receipt number for the beneficiary. If none exists, indicate "None."** ▶ EAC1505752048

4. **Requested Action** (select **only one** box):
   - ☐ **a.** Notify the office in **Part 4.** so each beneficiary can obtain a visa or be admitted. (**NOTE:** A petition is not required for E-1, E-2, E-3, H-1B1 Chile/Singapore, or TN visa beneficiaries.)
   - ☐ **b.** Change the status and extend the stay of each beneficiary because the beneficiary(ies) is/are now in the United States in another status (see instructions for limitations). This is available only when you check "New Employment" in **Item Number 2.**, above.
   - ☒ **c.** Extend the stay of each beneficiary because the beneficiary(ies) now hold(s) this status.
   - ☐ **d.** Amend the stay of each beneficiary because the beneficiary(ies) now hold(s) this status.
   - ☐ **e.** Extend the status of a nonimmigrant classification based on a free trade agreement. (See Trade Agreement Supplement to Form I-129 for TN and H-1B1.)
   - ☐ **f.** Change status to a nonimmigrant classification based on a free trade agreement. (See Trade Agreement Supplement to Form I-129 for TN and H-1B1.)

5. **Total number of workers included in this petition.** (See instructions relating to when more than one worker can be included.) ▶ ONE

Part 3. Beneficiary Information (Information about the beneficiary/beneficiaries you are filing for. Complete the blocks below. Use the Attachment-1 sheet to name each beneficiary included in this petition.)

1. **If an Entertainment Group, Provide the Group Name**

   N/A

2. **Provide Name of Beneficiary**

Family Name (Last Name)	Given Name (First Name)	Middle Name
Rout	Deepak Kumar	

3. **Provide all other names the beneficiary has used.** Include nicknames, aliases, maiden name, and names from all previous marriages.

Family Name (Last Name)	Given Name (First Name)	Middle Name

4. **Other Information**

Date of birth (mm/dd/yyyy) 06/02/1985

Gender ☒ Male ☐ Female

U.S. Social Security Number (if any) ▶ 047154534

Part 3. Beneficiary Information (Information about the beneficiary/beneficiaries you are filing for. Complete the blocks below. Use the Attachment-1 sheet to name each beneficiary included in this petition.) (continued)

Alien Registration Number (A-Number)
► A- 2 0 9 2 6 3 2 8 7

Country of Birth: India

Province of Birth:

Country of Citizenship or Nationality: India

5. If the beneficiary is in the United States, complete the following:

Date of Last Arrival (mm/dd/yyyy): 09/26/2016

I-94 Arrival-Departure Record Number
► 1 2 4 0 4 1 3 0 9 8 5

Passport or Travel Document Number: M9842757

Date Passport or Travel Document Issued (mm/dd/yyyy): 04/12/2016

Date Passport or Travel Document Expires (mm/dd/yyyy): 04/11/2026

Passport or Travel Document Country of Issuance: India

Current Nonimmigrant Status: H-1B

Date Status Expires or D/S (mm/dd/yyyy): 04/11/2017

Student and Exchange Visitor Information System (SEVIS) Number (if any):

Employment Authorization Document (EAD) Number (if any):

6. Current Residential U.S. Address (if applicable) (do not list a P.O. Box)

Street Number and Name: 11838 Chase Wellesley Dr

Apt. ☒ Ste. ☐ Flr. ☐ Number: 432

City or Town: Richmond

State: VA

ZIP Code: 23233

Part 4. Processing Information

1. If a beneficiary or beneficiaries named in **Part 3.** is/are outside the United States, or a requested extension of stay or change of status cannot be granted, state the U.S. Consulate or inspection facility you want notified if this petition is approved.

a. Type of Office (select only one box): ☒ Consulate ☐ Pre-flight inspection ☐ Port of Entry

b. Office Address (City): Kolkata

c. U.S. State or Foreign Country: India

d. Beneficiary's Foreign Address

Street Number and Name: Beneficiary currently resides in the US

Apt. ☐ Ste. ☐ Flr. ☐ Number:

City or Town:

State:

Province:

Postal Code:

Country:

2. Does each person in this petition have a valid passport? ☒ Yes ☐ No. If no, go to **Part 9.** and type or print your explanation.

Part 4. Processing Information (continued)

3. Are you filing any other petitions with this one?

☐ Yes. If yes, how many? ▶ ☒ No

4. Are you filing any applications for replacement/initial I-94, Arrival-Departure Records with this petition? Note that if the beneficiary was issued an electronic Form I-94 by CBP when he/she was admitted to the United States at an air or sea port, he/she may be able to obtain the Form I-94 from the CBP Website at www.cbp.gov/i94 instead of filing an application for a replacement/initial I-94.

☐ Yes. If yes, how many? ▶ ☒ No

5. Are you filing any applications for dependents with this petition?

☒ Yes. If yes, how many? ▶ 1 ☐ No

6. Is any beneficiary in this petition in removal proceedings?

☐ Yes. If yes, proceed to **Part 9.** and list the beneficiary's(ies) name(s). ☒ No

7. Have you ever filed an immigrant petition for any beneficiary in this petition?

☒ Yes. If yes, how many? ▶ 1 ☐ No

8. Did you indicate you were filing a new petition in **Part 2.**?

☐ Yes. If yes, answer the questions below. ☒ No. If no, proceed to **Item Number 9.**

a. Has any beneficiary in this petition ever been given the classification you are now requesting within the last seven years?

☐ Yes. If yes, proceed to **Part 9.** and type or print your explanation. ☐ No

b. Has any beneficiary in this petition ever been denied the classification you are now requesting within the last seven years?

☐ Yes. If yes, proceed to **Part 9.** and type or print your explanation. ☐ No

9. Have you ever previously filed a nonimmigrant petition for this beneficiary?

☒ Yes. If yes, proceed to **Part 9.** and type or print your explanation. ☐ No

10. If you are filing for an entertainment group, has any beneficiary in this petition not been with the group for at least one year?

☐ Yes. If yes, proceed to **Part 9.** and type or print your explanation. ☐ No

11.a. Has any beneficiary in this petition ever been a J-1 exchange visitor or J-2 dependent of a J-1 exchange visitor?

☐ Yes. If yes, proceed to **Item Number 11.b.** ☒ No

11.b. If you checked yes in **Item Number 11.a.**, provide the dates the beneficiary maintained status as a J-1 exchange visitor or J-2 dependent. Also, provide evidence of this status by attaching a copy of either a DS-2019, Certificate of Eligibility for Exchange Visitor (J-1) Status, a Form IAP-66, or a copy of the passport that includes the J visa stamp.

N/A

Part 5. Basic Information About the Proposed Employment and Employer

Attach the Form I-129 supplement relevant to the classification of the worker(s) you are requesting.

1. Job Title

Manager

2. LCA or ETA Case Number

I-200-17032-772551

Part 5. Basic Information About the Proposed Employment and Employer (continued)

3. Address where the beneficiary(ies) will work if different from address in **Part 1.**

Street Number and Name: Please See Addendum

Apt. Ste. Flr. Number:

City or Town:

State:

ZIP Code:

4. Did you include an itinerary with the petition? ☒ Yes ☐ No

5. Will the beneficiary(ies) work for you off-site at another company or organization's location? ☒ Yes ☐ No

6. Will the beneficiary(ies) work exclusively in the Commonwealth of the Northern Mariana Islands (CNMI)? ☐ Yes ☒ No

7. Is this a full-time position? ☒ Yes ☐ No

8. If the answer to **Item Number 7.** is no, how many hours per week for the position? ▶ N/A

9. Wages: $ 98,516.00 per (Specify hour, week, month, or year) ▶ Year

10. Other Compensation (Explain)

Usual Fringe Benefit

11. Dates of intended employment From: (mm/dd/yyyy) 04/11/2017 To: (mm/dd/yyyy) 02/09/2020

12. Type of Business: Computer and Software Consultancy

13. Year Established: 1994

14. Current Number of Employees in the United States: 37,500 +

15. Gross Annual Income: $12.42 billion +

16. Net Annual Income:

Part 6. Certification Regarding the Release of Controlled Technology or Technical Data to Foreign Persons in the United States

(This section of the form is required only for H-1B, H-1B1 Chile/Singapore, L-1, and O-1A petitions. It is not required for any other classifications. Please review the Form I-129 General Filing Instructions before completing this section.)

Select Item Number 1. or Item Number 2. as appropriate. DO NOT select both boxes.

With respect to the technology or technical data the petitioner will release or otherwise provide access to the beneficiary, the petitioner certifies that it has reviewed the Export Administration Regulations (EAR) and the International Traffic in Arms Regulations (ITAR) and has determined that:

1. ☒ A license is not required from either the U.S. Department of Commerce or the U.S. Department of State to release such technology or technical data to the foreign person; or

2. ☐ A license is required from the U.S. Department of Commerce and/or the U.S. Department of State to release such technology or technical data to the beneficiary and the petitioner will prevent access to the controlled technology or technical data by the beneficiary until and unless the petitioner has received the required license or other authorization to release it to the beneficiary.

Part 7. Declaration, Signature, and Contact Information of Petitioner or Authorized Signatory (Read the information on penalties in the instructions before completing this section.)

Copies of any documents submitted are exact photocopies of unaltered, original documents, and I understand that, as the petitioner, I may be required to submit original documents to U.S. Citizenship and Immigration Services (USCIS) at a later date.

I authorize the release of any information from my records, or from the petitioning organization's records that USCIS needs to determine eligibility for the immigration benefit sought. I recognize the authority of USCIS to conduct audits of this petition using publicly available open source information. I also recognize that any supporting evidence submitted in support of this petition may be verified by USCIS through any means determined appropriate by USCIS, including but not limited to, on-site compliance reviews.

If filing this petition on behalf of an organization, I certify that I am authorized to do so by the organization.

I certify, under penalty of perjury, that I have reviewed this petition and that all of the information contained in the petition, including all responses to specific questions, and in the supporting documents, is complete, true, and correct.

1. Name and Title of Authorized Signatory

Family Name (Last Name): Estevao

Given Name (First Name): Lucilia

Title: Senior Immigration Specialist

2. Signature and Date

Signature of Authorized Signatory:

Date of Signature (mm/dd/yyyy): 02/18/2017

3. Signatory's Contact Information

Daytime Telephone Number: (201) 966-1249

Email Address (if any): HVisas@cognizant.com

NOTE: If you do not fully complete this form or fail to submit the required documents listed in the instructions, a final decision on your petition may be delayed or the petition may be denied.

Part 8. Declaration, Signature, and Contact Information of Person Preparing Form, If Other Than Petitioner

Provide the following information concerning the preparer:

1. Name of Preparer

Family Name (Last Name):

Given Name (First Name):

2. Preparer's Business or Organization Name (if any)

(If applicable, provide the name of your accredited organization recognized by the Board of Immigration Appeals (BIA).)

Part 8. Declaration, Signature, and Contact Information of Person Preparing Form, If Other Than Petitioner (continued)

3. Preparer's Mailing Address

Street Number and Name

Apt. ☐ Ste. ☐ Flr. ☐ Number

City or Town

State

ZIP Code

Province

Postal Code

Country

4. Preparer's Contact Information

Daytime Telephone Number

Fax Number

Email Address (if any)

Preparer's Declaration

By my signature, I certify, swear, or affirm, under penalty of perjury, that I prepared this petition on behalf of, at the request of, and with the express consent of the petitioner or authorized signatory. The petitioner has reviewed this completed petition as prepared by me and informed me that all of the information in the form and in the supporting documents, is complete, true, and correct.

5. Signature and Date

Signature of Preparer

Date of Signature (mm/dd/yyyy)

Part 9. Additional Information About Your Petition For Nonimmigrant Worker

If you require more space to provide any additional information within this petition, use the space below. If you require more space than what is provided to complete this petition, you may make a copy of **Part 9.** to complete and file with this petition. In order to assist us in reviewing your response, you must identify the **Page Number, Part Number and Item Number** corresponding to the additional information.

1. A-Number ► **A-** 2 0 9 2 6 3 2 8 7

2.

Page Number	Part Number	Item Number
4	4	7&9

Please see Addendum
Please see Addendum

3.

Page Number	Part Number	Item Number
4	5	2

Please see Addendum
Please see Addendum

4.

Page Number	Part Number	Item Number
5	5	3

Please see attached Addendum

H Classification Supplement to Form I-129

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-129
OMB No. 1615-0009
Expires 12/31/2018

1. Name of the Petitioner

Cognizant Technology Solutions US Corporation

Name of the beneficiary or if this petition includes multiple beneficiaries, the total number of beneficiaries

2.a. Name of the Beneficiary

Deepak Kumar Rout

OR

2.b. Provide the total number of beneficiaries

3. List each beneficiary's prior periods of stay in H or L classification in the United States for the last six years (beneficiaries requesting H-2A or H-2B classification need only list the last three years). Be sure to only list those periods in which each beneficiary was actually in the United States in an H or L classification. Do not include periods in which the beneficiary was in a dependent status, for example, H-4 or L-2 status.

NOTE: Submit photocopies of Forms I-94, I-797, and/or other USCIS issued documents noting these periods of stay in the H or L classification. (If more space is needed, attach an additional sheet.)

Subject's Name	Period of Stay (mm/dd/yyyy) From	To
Please find attached addendum		

4. Classification sought (select **only one** box):

- [x] **a.** H-1B Specialty Occupation
- [ ] **b.** H-1B1 Chile and Singapore
- [ ] **c.** H-1B2 Exceptional services relating to a cooperative research and development project administered by the U.S. Department of Defense (DOD)
- [ ] **d.** H-1B3 Fashion model of distinguished merit and ability
- [ ] **e.** H-2A Agricultural worker
- [ ] **f.** H-2B Non-agricultural worker
- [ ] **g.** H-3 Trainee
- [ ] **h.** H-3 Special education exchange visitor program

5. Are you filing this petition on behalf of a beneficiary subject to the Guam-CNMI cap exemption under Public Law 110-229?

[ ] Yes [x] No

6. Are you requesting a change of employer and was the beneficiary previously subject to the Guam-CNMI cap exemption under Public Law 110-229?

[ ] Yes [x] No

7.a. Does any beneficiary in this petition have ownership interest in the petitioning organization?

[ ] Yes. If yes, please explain in **Item Number 7.b.** [x] No

7.b. Explanation

Section 1. Complete This Section If Filing for H-1B Classification

1. Describe the proposed duties.

Please see support letter

2. Describe the beneficiary's present occupation and summary of prior work experience.

Please see support letter and Total years of IT experience = 11 + years

Statement for H-1B Specialty Occupations and H-1B1 Chile and Singapore

By filing this petition, I agree to, and will abide by, the terms of the labor condition application (LCA) for the duration of the beneficiary's authorized period of stay for H-1B employment. I certify that I will maintain a valid employer-employee relationship with the beneficiary at all times. If the beneficiary is assigned to a position in a new location, I will obtain and post an LCA for that site prior to reassignment.

I further understand that I cannot charge the beneficiary the ACWIA fee, and that any other required reimbursement will be considered an offset against wages and benefits paid relative to the LCA.

Signature of Petitioner	**Name of Petitioner**	**Date** (mm/dd/yyyy)
	Lucilia Estevao, Senior Immigration Specialist	02/18/2017

Statement for H-1B Specialty Occupations and U.S. Department of Defense (DOD) Projects

As an authorized official of the employer, I certify that the employer will be liable for the reasonable costs of return transportation of the alien abroad if the beneficiary is dismissed from employment by the employer before the end of the period of authorized stay.

Signature of Authorized Official of Employer	**Name of Authorized Official of Employer**	**Date** (mm/dd/yyyy)
	Lucilia Estevao, Senior Immigration Specialist	02/18/2017

Statement for H-1B U.S. Department of Defense Projects Only

I certify that the beneficiary will be working on a cooperative research and development project or a co-production project under a reciprocal government-to-government agreement administered by the U.S. Department of Defense.

Signature of DOD Project Manager	**Name of DOD Project Manager**	**Date** (mm/dd/yyyy)

Section 2. Complete This Section If Filing for H-2A or H-2B Classification

1. Employment is: (select **only one** box)

☐ **a.** Seasonal ☐ **b.** Peak load ☐ **c.** Intermittent ☐ **d.** One-time occurrence

2. Temporary need is: *(select **only one** box)*

☐ **a.** Unpredictable ☐ **b.** Periodic ☐ **c.** Recurrent annually

Change Field Font | Change Font | Close

H-1B and H-1B1 Data Collection and Filing Fee Exemption Supplement

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-129
OMB No. 1615-0009
Expires 12/31/2018

1. Name of the Petitioner

Cognizant Technology Solutions US Corporation

2. Name of the Beneficiary

Deepak Kumar Rout

Section 1. General Information

1. Employer Information - (select all items that apply)

a. Is the petitioner an H-1B dependent employer? ☒ Yes ☐ No

b. Has the petitioner ever been found to be a willful violator? ☐ Yes ☒ No

c. Is the beneficiary an H-1B nonimmigrant exempt from the Department of Labor attestation requirements? ☒ Yes ☐ No

c.1. If yes, is it because the beneficiary's annual rate of pay is equal to at least $60,000? ☒ Yes ☐ No

c.2. Or is it because the beneficiary has a master's degree or higher degree in a specialty related to the employment? ☐ Yes ☒ No

d. Does the petitioner employ 50 or more individuals in the United States? ☒ Yes ☐ No

d.1. If yes, are more than 50 percent of those employees in H-1B, L-1A, or L-1B nonimmigrant status? ☒ Yes ☐ No

2. Beneficiary's Highest Level of Education (select **only one** box)

☐ **a.** NO DIPLOMA

☐ **b.** HIGH SCHOOL GRADUATE DIPLOMA or the equivalent (for example: GED)

☐ **c.** Some college credit, but less than 1 year

☐ **d.** One or more years of college, no degree

☐ **e.** Associate's degree (for example: AA, AS)

☒ **f.** Bachelor's degree (for example: BA, AB, BS)

☐ **g.** Master's degree (for example: MA, MS, MEng, MEd, MSW, MBA)

☐ **h.** Professional degree (for example: MD, DDS, DVM, LLB, JD)

☐ **i.** Doctorate degree (for example: PhD, EdD)

3. Major/Primary Field of Study

MANAGEMENT INFORMATION SYSTEMS AND ENGINEERING

4. Rate of Pay Per Year

$98,516.00

5. DOT Code

0 3 0

6. NAICS Code

5 4 1 5 1 2

Section 2. Fee Exemption and/or Determination

In order for USCIS to determine if you must pay the additional **$1,500** or **$750** American Competitiveness and Workforce Improvement Act (ACWIA) fee, answer all of the following questions:

1. Are you an institution of higher education as defined in section 101(a) of the Higher Education Act of 1965, 20 U.S.C. 1001(a)? ☐ Yes ☒ No

2. Are you a nonprofit organization or entity related to or affiliated with an institution of higher education, as defined in 8 CFR 214.2(h)(19)(iii)(B)? ☐ Yes ☒ No

Change Field Font | Close

Section 2. Fee Exemption and/or Determination (continued)

3. Are you a nonprofit research organization or a governmental research organization, as defined in 8 CFR 214.2(h)(19)(iii)(C)? ☐ Yes ☒ No

4. Is this the second or subsequent request for an extension of stay that this petitioner has filed for this alien? ☒ Yes ☐ No

5. Is this an amended petition that does not contain any request for extensions of stay? ☐ Yes ☒ No

6. Are you filing this petition to correct a USCIS error? ☐ Yes ☒ No

7. Is the petitioner a primary or secondary education institution? ☐ Yes ☒ No

8. Is the petitioner a nonprofit entity that engages in an established curriculum-related clinical training of students registered at such an institution? ☐ Yes ☒ No

If you answered yes to any of the questions above, you are not required to submit the ACWIA fee for your H-1B Form I-129 petition. If you answered no to all questions, answer **Item Number 9.** below.

9. Do you currently employ a total of 25 or fewer full-time equivalent employees in the United States, including all affiliates or subsidiaries of this company/organization? ☐ Yes ☒ No

If you answered yes, to **Item Number 9.** above, you are required to pay an additional ACWIA fee of **$750**. If you answered no, then you are required to pay an additional ACWIA fee of **$1,500**.

NOTE: A petitioner seeking initial approval of H-1B nonimmigrant status for a beneficiary, or seeking approval to employ an H-1B nonimmigrant currently working for another employer, must submit an additional **$500** Fraud Prevention and Detection fee. For petitions filed on or after December 18, 2015, an additional fee of **$4,000** must be submitted if you responded yes to **Item Numbers 1.d. and 1.d.1. of Section 1.** of this supplement. This **$4,000** fee was mandated by the provisions of Public Law 114-113.

The Fraud Prevention and Detection Fee and Public Law 114-113 fee do not apply to H-1B1 petitions. **These fees, when applicable, may not be waived.** You must include payment of the fees when you submit this form. Failure to submit the fees when required will result in rejection or denial of your submission. Each of these fees should be paid by separate checks or money orders.

Section 3. Numerical Limitation Information

1. Specify the type of H-1B petition you are filing. (select **only one** box):

☐ **a.** CAP H-1B Bachelor's Degree
☐ **b.** CAP H-1B U.S. Master's Degree or Higher
☐ **c.** CAP H-1B1 Chile/Singapore
☒ **d.** CAP Exempt

2. If you answered **Item Number 1.b. "CAP H-1B U.S. Master's Degree or Higher,"** provide the following information regarding the master's or higher degree the beneficiary has earned from a U.S. institution as defined in 20 U.S.C. 1001(a):

a. Name of the United States Institution of Higher Education

b. Date Degree Awarded

c. Type of United States Degree

d. Address of the United States institution of higher education

Street Number and Name | Apt. ☐ Ste. ☐ Flr. ☐ | Number

City or Town | State | ZIP Code

Section 3. Numerical Limitation Information (continued)

3. If you answered **Item Number 1.d. "CAP Exempt,"** you must specify the reason(s) this petition is exempt from the numerical limitation for H-1B classification:

- ☐ **a.** The petitioner is an institution of higher education as defined in section 101(a) of the Higher Education Act, of 1965, 20 U.S.C. 1001(a).
- ☐ **b.** The petitioner is a nonprofit entity related to or affiliated with an institution of higher education as defined in 8 CFR 214.2(h)(8)(ii)(F)(2).
- ☐ **c.** The petitioner is a nonprofit research organization or a governmental research organization as defined in 8 CFR 214.2(h)(8)(ii)(F)(3).
- ☐ **d.** The beneficiary will be employed at a qualifying cap exempt institution, organization or entity pursuant to 8 CFR 214.2(h)(8)(ii)(F)(4).
- ☒ **e.** The petitioner is requesting an amendment to or extension of stay for the beneficiary's current H-1B classification.
- ☐ **f.** The beneficiary of this petition is a J-1 nonimmigrant physician who has received a waiver based on section 214(l) of the Act.
- ☐ **g.** The beneficiary of this petition has been counted against the cap and **(1)** is applying for the remaining portion of the 6 year period of admission, or **(2)** is seeking an extension beyond the 6-year limitation based upon sections 104(c) or 106(a) of the American Competitiveness in the Twenty-First Century Act (AC21).
- ☐ **h.** The petitioner is an employer subject to the Guam-CNMI cap exemption pursuant to Public Law 110-229.

Section 4. Off-Site Assignment of H-1B Beneficiaries

1. The beneficiary of this petition will be assigned to work at an off-site location for all or part of the period for which H-1B classification sought. ☒ Yes ☐ No

If no, do not complete **Item Numbers 2.** and **3**.

2. Placement of the beneficiary off-site during the period of employment will comply with the statutory and regulatory requirements of the H-1B nonimmigrant classification. ☒ Yes ☐ No

3. The beneficiary will be paid the higher of the prevailing or actual wage at any and all off-site locations. ☒ Yes ☐ No

ADDENDUM TO FORM I-129 (PETITION FOR A NONIMMIGRANT WORKER)
PETITIONER: Cognizant Technology Solutions US Corporation ("Cognizant")
BENEFICIARY: Mr. Deepak Kumar Rout
VISA CLASSIFICATION: H-1B

MULTIPLE NONIMMIGRANT LCA

In support of the Petition, Cognizant submitted an LCA ETA Case No: I-200-17032-772551 for the area of intended employment:

1	Maximum number of H-1B petitions that may be based on the LCA:	30
2	Total number of CIS-approved H-1B petitions based on the LCA:	0
3	Number of additional H-1B petitions that the LCA may support:	30

* Till date, there are no approved petitions based on this LCA.

PART 4, NUMBER 7 & 9

Please note Cognizant's response and explanation:

USCIS File Number	**Visa Type**	**Explanation: Petition Status (Approved/ Denied/ Pending)**
EAC-16-904-37415	I-140	Approved
EAC-15-057-52048	I-129(H-1B)	Approved
EAC-12-194-51702	I-129(H-1B)	Approved

ADDENDUM TO FORM I-129 (PETITION FOR A NONIMMIGRANT WORKER)
PETITIONER: Cognizant Technology Solutions US Corporation ("Cognizant")
BENEFICIARY: Mr. Deepak Kumar Rout
VISA CLASSIFICATION: H-1B

FORM I-129, PAGE 5, PART 5, ITEM 3 (addresses where the beneficiary will work):

1. Capital One : 15000 Capital One Dr, Richmond, VA, 23238.
2. Home Office:11838 Chase Wellesley Dr Apt 432, Richmond, VA, 23233.

We note that the enclosed certified Labor Condition Application ("LCA") covers the area of intended employment. We further note that DOL regulation at 20 C.F.R. § 655.751 states: [T]he area within normal commuting distance of the place (address) of employment where the H–1B nonimmigrant is or will be employed. There is no rigid measure of distance which constitutes a normal commuting distance or normal commuting area, because there may be widely varying factual circumstances among different areas (e.g., normal commuting distances might be 20, 30, or 50 miles).

REQUEST FOR ACWIA FEE EXEMPTION

Since Cognizant is seeking approval for a second or subsequent Form I-129 petition for extension of stay for the Beneficiary, Cognizant is not required to pay a $1,500 ACWIA fee.

H CLASSIFICATION SUPPLEMENT TO FORM I-129, ITEM 3

Ref.	Visa Type	Date Entered the U.S.	Date Departed the U.S
1	H-1B	02/12/ 2011	01/18/ 2013
2	H-1B	02/18/ 2013	02/01/ 2014
3	H-1B	03/04/ 2014	05/19/ 2015
4	H-1B	06/13/ 2015	07/24/ 2015
5	H-1B	08/03/ 2015	10/17/ 2015
6	H-1B	10/26/ 2015	07/01/ 2016
7	H-1B	07/10/ 2016	09/01/ 2016
8	H-1B	09/26/ 2016	Till Date

REQUEST FOR H-1B EXTENSION OF STAY UNDER AC21 § 104

The American Competitiveness in the Twenty-First Century Act ("AC21," 8 U.S.C. § 1184) removed the 6-year limitation on H-1B status for individuals for whom U.S. Citizenship and Immigration Services has approved an I-140 petition. Specifically, AC21 authorized CIS to grant 3-year extensions of stay in H-1B status until a final determination is made on the individual's lawful permanent residence application. Enclosed is copy of I-797 approval notice confirming that CIS approved an I-140 petition for the Beneficiary on **November 18, 2016**. Accordingly, the Beneficiary is eligible for a 3-year extension of stay in H-1B status however because of limitations on the enclosed Labor Condition Application ("LCA") we are requesting an extension of the Beneficiary's stay valid from **April 11, 2017** to **February 09, 2020**.

Electronic Filing of Labor Condition Applications For The H-1B Nonimmigrant Visa Program

This Department of Labor, Employment and Training Administration (ETA), electronic filing system enables an employer to file a Labor Condition Application (LCA) and obtain certification of the LCA. This Form must be submitted by the employer or by someone authorized to act on behalf of the employer.

A) I understand and agree that, upon my receipt of ETA's certification of the LCA by electronic response to my submission, I must take the following actions at the specified times and circumstances:

- print and sign a hardcopy of the electronically filed and certified LCA;
- maintain a signed hardcopy of this LCA in my public access files;
- submit a signed hardcopy of the LCA to the United States Citizenship and Immigration Services (USCIS) in support of the I-129, on the date of submission of the I-129;
- provide a signed hardcopy of this LCA to each H-1B nonimmigrant who is employed pursuant to the LCA.

☑ Yes ☐ No

B) I understand and agree that, by filing the LCA electronically, I attest that all of the statements in the LCA are true and accurate and that I am undertaking all the obligations that are set out in the LCA (Form ETA 9035E) and the accompanying instructions (Form ETA 9035CP).

☑ Yes ☐ No

C) I hereby choose one of the following options, with regard to the accompanying instructions:

☑ I choose to have the Form ETA 9035CP electronically attached to the certified LCA, and to be bound by the LCA obligations as explained in this form

☐ I choose not to have the Form ETA 9035CP electronically attached to the certified LCA, but I have read the instructions and I understand that I am bound by the LCA obligations as explained in this form

Case Number: I-200-17032-772551 Case Status: CERTIFIED Period of Employment: 02/09/2017 to 02/09/2020

OMB Approval: 1205-0310
Expiration Date: 05/31/2018

Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

Please read and review the filing instructions carefully before completing the ETA Form 9035 or 9035E. A copy of the instructions can be found at http://www.foreignlaborcert.doleta.gov/. In accordance with Federal Regulations at 20 CFR 655.730(b), incomplete or obviously inaccurate Labor Condition Applications (LCAs) will not be certified by the Department of Labor. If the employer has received permission from the Administrator of the Office of Foreign Labor Certification to submit this form non-electronically, ALL required fields/items containing an asterisk (*) must be completed as well as any fields/items where a response is conditional as indicated by the section (§) symbol.

A. Employment-Based Nonimmigrant Visa Information

1. Indicate the type of visa classification supported by this application *(Write classification symbol)*: *	H-1B

B. Temporary Need Information

1. Job Title * MANAGER JC50		
2. SOC (ONET/OES) code * 15-1121	3. SOC (ONET/OES) occupation title * COMPUTER SYSTEMS ANALYST	
4. Is this a full-time position? * ☑ Yes ☐ No	**Period of Intended Employment**	
	5. Begin Date * *(mm/dd/yyyy)* 02/09/2017	6. End Date * *(mm/dd/yyyy)* 02/09/2020

7. Worker positions needed/basis for the visa classification supported by this application

30 **Total Worker Positions Being Requested for Certification ***

Basis for the visa classification supported by this application
(*indicate the total workers in each applicable category based on the total workers identified above*)

6	a. New employment *	0	d. New concurrent employment *
9	b. Continuation of previously approved employment * without change with the same employer	6	e. Change in employer *
0	c. Change in previously approved employment *	9	f. Amended petition *

C. Employer Information

1. Legal business name * COGNIZANT TECHNOLOGY SOLUTIONS U.S. CORPORATION		
2. Trade name/Doing Business As (DBA), if applicable N/A		
3. Address 1 * 211 QUALITY CIRCLE		
4. Address 2 N/A		
5. City * COLLEGE STATION	6. State * TX	7. Postal code * 77845
8. Country * UNITED STATES OF AMERICA	9. Province N/A	
10. Telephone number * 2019661249	11. Extension N/A	
12. Federal Employer Identification Number (FEIN from IRS) * 133924155	13. NAICS code (must be at least 4-digits) * 541512	

Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

D. Employer Point of Contact Information

Important Note: The information contained in this Section must be that of an employee of the employer who is authorized to act on behalf of the employer in labor certification matters. The information in this Section must be different from the agent or attorney information listed in Section E, unless the attorney is an employee of the employer.

1. Contact's last (family) name * CHANDRASEKARAN	2. First (given) name * SABARISH	3. Middle name(s) * N/A
4. Contact's job title * ASSOCIATE DIRECTOR		
5. Address 1 * 211 QUALITY CIRCLE		
6. Address 2 N/A		
7. City * COLLEGE STATION	8. State * TX	9. Postal code * 77845
10. Country * UNITED STATES OF AMERICA	11. Province N/A	
12. Telephone number * 2019661249	13. Extension N/A	14. E-Mail address LCA.IMMIGRATION@COGNIZANT.COM

E. Attorney or Agent Information (If applicable)

1. Is the employer represented by an attorney or agent in the filing of this application? * If "Yes", complete the remainder of Section E below.		❑ Yes ☑ No
2. Attorney or Agent's last (family) name § N/A	3. First (given) name § N/A	4. Middle name(s) § N/A
5. Address 1 § N/A		
6. Address 2 N/A		
7. City § N/A	8. State § N/A	9. Postal code § N/A
10. Country § N/A	11. Province N/A	
12. Telephone number § N/A	13. Extension N/A	14. E-Mail address N/A
15. Law firm/Business name § N/A	16. Law firm/Business FEIN § N/A	
17. State Bar number (only if attorney) § N/A	18. State of highest court where attorney is in good standing (only if attorney) § N/A	
19. Name of the highest court where attorney is in good standing (only if attorney) § N/A		

Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

F. Rate of Pay

1. Wage Rate (Required)	2. Per: (Choose only one) *
From: $ 88546.00 * To: $ N/A	☐ Hour ☐ Week ☐ Bi-Weekly ☐ Month ☑ Year

G. Employment and Prevailing Wage Information

Important Note: It is important for the employer to define the place of intended employment with as much geographic specificity as possible The place of employment address listed below must be a physical location and cannot be a P.O. Box. The employer may use this section to identify up to three (3) physical locations and corresponding prevailing wages covering each location where work will be performed and the electronic system will accept up to 3 physical locations and prevailing wage information. If the employer has received approval from the Department of Labor to submit this form non-electronically and the work is expected to be performed in more than one location, an attachment must be submitted in order to complete this section.

a. Place of Employment 1

1. Address 1 * 2221 EDWARD HOLLAND DRIVE	
2. Address 2	
3. City * RICHMOND	4. County * RICHMOND CITY
5. State/District/Territory * VA	6. Postal code * 23230

Prevailing Wage Information *(corresponding to the place of employment location listed above)*

7. Agency which issued prevailing wage § N/A	7a. Prevailing wage tracking number (if applicable) § N/A
8. Wage level * ☐ I ☐ II ☑ III ☐ IV ☐ N/A	
9. Prevailing wage * $ 88546.00	10. Per: (Choose only one) * ☐ Hour ☐ Week ☐ Bi-Weekly ☐ Month ☑ Year
11. Prevailing wage source (Choose only one) * ☑ OES ☐ CBA ☐ DBA ☐ SCA ☐ Other	
11a. Year source published * 2016	11b. If "OES", and SWA/NPC did not issue prevailing wage **OR** "Other" in question 11, specify source § OFLC ONLINE DATA CENTER

H. Employer Labor Condition Statements

! ***Important Note:*** In order for your application to be processed, you MUST read Section H of the Labor Condition Application – General Instructions Form ETA 9035CP under the heading "Employer Labor Condition Statements" and agree to all four (4) labor condition statements summarized below:

(1) **Wages:** Pay nonimmigrants at least the local prevailing wage or the employer's actual wage, whichever is higher, and pay for non-productive time. Offer nonimmigrants benefits on the same basis as offered to U.S. workers.
(2) **Working Conditions:** Provide working conditions for nonimmigrants which will not adversely affect the working conditions of workers similarly employed.
(3) **Strike, Lockout, or Work Stoppage:** There is no strike, lockout, or work stoppage in the named occupation at the place of employment.
(4) **Notice:** Notice to union or to workers has been or will be provided in the named occupation at the place of employment. A copy of this form will be provided to each nonimmigrant worker employed pursuant to the application.

1. **I have read and agree to** Labor Condition Statements 1, 2, 3, and 4 above and as fully explained in Section H of the Labor Condition Application – General Instructions – Form ETA 9035CP. *	☑ Yes ☐ No

Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

I. Additional Employer Labor Condition Statements – H-1B Employers ONLY

! **Important Note**: In order for your H-1B application to be processed, you MUST read Section I – Subsection 1 of the Labor Condition Application – General Instructions Form ETA 9035CP under the heading "Additional Employer Labor Condition Statements" and answer the questions below.

a. Subsection 1

1. Is the employer H-1B dependent? §	☑ Yes ☐ No
2. Is the employer a willful violator? §	☐ Yes ☑ No
3. If "Yes" is marked in questions I.1 and/or I.2, you must answer "Yes" or "No" regarding whether the employer will use this application ONLY to support H-1B petitions or extensions of status for exempt H-1B nonimmigrants? §	☑ Yes ☐ No ☐ N/A

If you marked "Yes" to questions I.1 and/or I.2 and "No" to question I.3, you MUST read Section I – Subsection 2 of the Labor Condition Application – General Instructions Form ETA 9035CP under the heading "Additional Employer Labor Condition Statements" and indicate your agreement to all three (3) additional statements summarized below.

b. Subsection 2

A. **Displacement:** Non-displacement of the U.S. workers in the employer's workforce
B. **Secondary Displacement:** Non-displacement of U.S. workers in another employer's workforce; and
C. **Recruitment and Hiring:** Recruitment of U.S. workers and hiring of U.S. workers applicant(s) who are equally or better qualified than the H-1B nonimmigrant(s).

4. **I have read and agree** to Additional Employer Labor Condition Statements A, B, and C above and as fully explained in Section I – Subsections 1 and 2 of the Labor Condition Application – General Instructions Form ETA 9035CP. §	☐ Yes ☐ No

J. Public Disclosure Information

! **Important Note**: You must select from the options listed in this Section.

1. Public disclosure information will be kept at: *	☑ Employer's principal place of business ☐ Place of employment

K. Declaration of Employer

By signing this form, I, on behalf of the employer, attest that the information and labor condition statements provided are true and accurate; that I have read sections H and I of the Labor Condition Application – General Instructions Form ETA 9035CP, and that I agree to comply with the Labor Condition Statements as set forth in the Labor Condition Application – General Instructions Form ETA 9035CP and with the Department of Labor regulations (20 CFR part 655, Subparts H and I). I agree to make this application, supporting documentation, and other records available to officials of the Department of Labor upon request during any investigation under the Immigration and Nationality Act. Making fraudulent representations on this Form can lead to civil or criminal action under 18 U.S.C. 1001, 18 U.S.C. 1546, or other provisions of law.

1. Last (family) name of hiring or designated official *	2. First (given) name of hiring or designated official *	3. Middle initial *
CHANDRASEKARAN	SABARISH	N/A
4. Hiring or designated official title *		
ASSOCIATE DIRECTOR		
5. Signature *	6. Date signed *	
	2/9/2017	

Case Number: I-200-17032-772551 Case Status: CERTIFIED Period of Employment: 02/09/2017 to 02/09/2020

Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

L. LCA Preparer

Important Note: Complete this section if the preparer of this LCA is a person other than the one identified in either Section D (employer point of contact) or E (attorney or agent) of this application.

1. Last (family) name §	2. First (given) name §	3. Middle initial §
N/A	N/A	N/A
4. Firm/Business name § N/A		
5. E-Mail address § N/A		

M. U.S. Government Agency Use (ONLY)

By virtue of the signature below, the Department of Labor hereby acknowledges the following:

This certification is valid from 02/09/2017 to 02/09/2020.

Certifying Officer
Department of Labor, Office of Foreign Labor Certification

02/07/2017
Determination Date (date signed)

I-200-17032-772551
Case number

CERTIFIED
Case Status

The Department of Labor is not the guarantor of the accuracy, truthfulness, or adequacy of a certified LCA.

N. Signature Notification and Complaints

The signatures and dates signed on this form will not be filled out when electronically submitting to the Department of Labor for processing, but **MUST** be complete when submitting non-electronically. If the application is submitted electronically, any resulting certification **MUST** be signed *immediately upon receipt* from the Department of Labor before it can be submitted to USCIS for further processing.

Complaints alleging misrepresentation of material facts in the LCA and/or failure to comply with the terms of the LCA may be filed using the WH-4 Form with any office of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. A listing of the Wage and Hour Division offices can be obtained at http://www.dol.gov/esa. Complaints alleging failure to offer employment to an equally or better qualified U.S. worker, or an employer's misrepresentation regarding such offer(s) of employment, may be filed with the U.S. Department of Justice, Office of the Special Counsel for Immigration-Related Unfair Employment Practices, 950 Pennsylvania Avenue, NW, Washington, DC, 20530. Please note that complaints should be filed with the Office of Special Counsel at the Department of Justice only if the violation is by an employer who is H-1B dependent or a willful violator as defined in 20 CFR 655.710(b) and 655.734(a)(1)(ii).

O. OMB Paperwork Reduction Act *(1205-0310)*

These reporting instructions have been approved under the Paperwork Reduction Act of 1995. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Obligations to reply are mandatory (Immigration and Nationality Act, Section 212(n) and (t) and 214(c). Public reporting burden for this collection of information, which is to assist with program management and to meet Congressional and statutory requirements is estimated to average 1 hour per response, including the time to review instructions, search existing data sources, gather and maintain the data needed, and complete and review the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Room C-4312, 200 Constitution Ave. NW, Washington, DC 20210. (Paperwork Reduction Project OMB 1205-0310.) **Do NOT send the completed application to this address.**

Cognizant
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February 18, 2017

U.S. Department of Homeland Security
Premium Processing Service
U.S. Citizenship and Immigration Services
Vermont Service Center
Attn: I-129/I-907 H-1B
30 Houghton Street
St. Albans. VT 05478-2399

Re: Form I-129, Petition for a H-1B Nonimmigrant Worker
Petitioner: Cognizant Technology Solutions U.S. Corporation
Beneficiary: Mr. Deepak Kumar Rout

Dear Officer:

Cognizant Technology Solutions U.S. Corporation offers this statement on behalf of Mr. Deepak Kumar Rout. We seek to employ Mr. Rout in the specialty occupation position of Computer Systems Analyst, internally designated as Architect - Technology for a temporary period of time.

ABOUT COGNIZANT

Cognizant Technology Solutions Corporation is a U.S. company that is publicly traded on the NASDAQ stock exchange. It is a member of NASDAQ-100 (CTSH), S&P 500, Forbes Global 2000, and Fortune 500. The company is ranked among the top performing and fastest growing companies in the world, and has made the "Forbes Fast Tech 25 list" for the eleventh-consecutive year, making it the only company to appear on the list every year since the list's inception. The petitioner, Cognizant Technology Solutions U.S. Corporation ("Cognizant"), maintains its company headquarters in College Station, Texas, and acts as the principal U.S. operating company of Cognizant Technology Solutions Corporation, which has its principal offices in Teaneck, New Jersey. We are a leading provider of innovative information technology, consulting, and business process services. Our major service offerings include:

- Application services
- Business and technology consulting
- Complex system integration
- Application support

- Business process services
- IT Infrastructure and cloud services
- Digital strategy, marketing and operations solutions
- Analytics, Business Intelligence, Customer Relationship Management (CRM),Data Warehousing, Supply Chain Management,Mobility,Engineering and Manufacturing Solutions,Enterprise Resource Planning (ERP), and Quality and Assurance Solutions

In addition to being one of Fortune's World's Most Admired Companies (February 2015), Cognizant was named a "Leader" in the "The Forrester Wave™: Business Transformation Consultancies (3rd Quarter 2015). As well, Cognizant was placed in the "Winner's Circle" in the HfS Research Blueprint Report (October 2015), ranked fifth in Healthcare Informatics 100 (July 2015), Financial Times (FT) Global 500 (June 2015), Newsweek's World's Top 100 Green Companies (June 2015), Association of Talent Development's BEST Awards (October 2014)

Cognizant is a pioneer in the digital boom wherein businesses are adapting to data and analytics in ways never before contemplated. Cognizant has established itself as a leader in the digital enterprise arena with a unique platform approach. Our Chief Strategy Officer, Malcolm Frank, has championed our digital enterprise strategy. Mr. Frank stated a "burst of innovation" or "chasm" of large-scale build-out of technologies is spreading across the market, and Cognizant is leading the next phase of the revolution. http://www.crn.com/news/channel-programs/300077412/cognizant-chief-strategy-officer-were-about-to-enter-the-great-digital-build-out.htm. Cognizant's digital platforms determine and analyze consumer data points to better understand and predict consumer wants, needs and requirements across industries. This shift in digital platform technology is driving change in market strategies and approaches.

We are attaching Cognizant's 2015 Annual Report and Form 10-K, an addendum with a description of Cognizant's business model, and invite you to access our website at www.cognizant.com for further details of our global operations.

THE PROPOSED U.S. EMPLOYMENT

Cognizant seeks to directly employ Mr. Rout, a qualified individual in the specialty occupation position of Computer Systems Analyst, internally designated as Architect - Technology. In this capacity, Mr. Rout will use advanced technology and scientific theories and methods specific to networks and/ or computer systems technology to provide direction for the analysis, design, enhancement and/ or customization of application software. He will confer with leadership to devise and, thereafter, oversee the implementation of methods to achieve deliverables as well as engage in business development. He may be responsible for mentoring, coaching and managing professional Cognizant employees across geographies, champion team building, and/ or conduct employee appraisals. Other duties may include status reporting; guiding a development team; estimation, planning and execution with specific focus on requirement analysis and design; knowledge transfer and meeting deadlines; resolving technical problems; and/ or setting goals and providing performance feedback for subordinates, depending on assignments. Mr. Rout may contribute to technology and/or business innovation, business growth, and ensure foremost customer satisfaction. He also may perform quantitative and qualitative analysis and/or provide business consulting services related to operational processes and best practices. He may also develop new applications, as necessary, in conjunction with assignment requirements.

In his capacity of Computer Systems Analyst, Mr. Rout will support Cognizant's engagement with Capital One. Importantly, the strategic relationship between Cognizant and Capital One began February 15, 2012, encompassing a multitude of projects that have called on the resources of hundreds of Cognizant employees that have spanned from a magnitude of topics across our business units in conjunction with leveraging our proprietary tools and software solution templates. A Cognizant Manager selects the Cognizant employees that will support our client engagements. Likewise, a Cognizant Manager determines what activities each Cognizant employee performs, and supervises and controls the work of those Cognizant employees. In no way does Capital One employ those individuals, or function as their employer, even when Cognizant employees are placed at a client's facility. As Cognizant managers direct and control the Cognizant employees' work activities, Capital One has limited visibility of the day-to-day work activities of any given Cognizant employee. Accordingly, the most accurate and detailed description of a Cognizant employee's work activities may be obtain from Cognizant.

To be clear, Cognizant is not "a labor for hire" organization. Cognizant has a direct employer-employee relationship with Mr. Rout. In the course of the employer-employee relationship, Cognizant exclusively and directly hires, pays, fires, supervises, and otherwise controls its employees' job duties and responsibilities.

The proffered position at Cognizant is directly related to the Computer Systems Analyst, O*Net 15-1121, specialty occupation duties, which includes:

> Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.
>
> http://www.onetonline.org/link/summary/15-1121.00,

In sum, we respectfully submit that the proposed duties to be performed by Mr. Rout in the capacity of a Computer Systems Analyst of Cognizant, internally designated as Architect - Technology, are directly related to the duties encompassed by the Computer Systems Analyst, 15-1121, occupation.

SPECIALTY OCCUPATION POSITION REQUIREMENTS

The minimum requirement for entry into the specialty occupation position of Computer Systems Analyst, internally designated as Architect - Technology, as with any similar organization, is at least a Bachelor's degree in computer science, instrumentation science, information technology, management information systems, engineering, math, physics or a closely affiliated science field, or the equivalent thereof and experience. A Bachelor's degree in any of the mentioned fields, or its equivalent, provides the candidate with the necessary theoretical, analytical, and intellectual understanding of the principals involved in design, analysis, and logic to address the complex problems likely to be encountered and to devise the appropriate solutions. This minimum prerequisite for entry into the position clearly identifies it as a specialty occupation.

The U.S. Department of Labor's (DOL) Occupational Outlook Handbook (OOH) for Computer Systems Analyst, O*Net 15-1121, demonstrates that a specific specialty degree is a requirement for the proffered occupation, specifically:

> Most computer systems analysts have a bachelor's degree in a computer-related field. Because these analysts also are heavily involved in the business side of a company, it may be helpful to take business courses or major in management information systems.
>
> Some employers prefer applicants who have a master's degree in business administration (MBA) with a concentration in information systems. For more technically complex jobs, a master's degree in computer science may be more appropriate.
>
> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2014-15 Edition*, Computer Systems Analysts on the internet at: http://www.bls.gov/ooh/computer-and-information-technology/computer-systems-analysts.htm

This position involves core customized solutions achieved by gathering, analyzing and converting business requirements into specifications for a proposed computer system, and the system itself is designed, coded, tested, implemented, and/or deployed. These functions are complex and necessitate an analytical, technical, and operational perspective requiring at minimum a Bachelor's level foundation of knowledge and skill in a related field. **In the attached letter an independent objective expert in the field expands on the factors that define the Cognizant Computer Systems Analyst role as a specialty occupation.**

THE BENEFICIARY

Because of his education and/ or experience, Mr. Rout is well qualified to hold the specialty occupation position of Computer Systems Analyst, internally designated as Architect - Technology. Specifically, Mr. Rout was awarded a Bachelor's Degree in Mechanical Engineering by Biju Patnaik University. Photocopies of Mr. Rout's degree certificates, transcripts, and related documents are enclosed. Mr. Rout's credentials have been recognized as equivalent to a U.S. Bachelor of Science Degree with a Dual Major in Management Information Systems and Engineering as attested to by a distinguished, and reputable independent evaluator. We attach the equivalency evaluation, and documentation of the independent evaluator's credentials. The evaluator has provided a credible and logical equivalency determination based on Mr. Rout's credentials as well as credible resource material, including, but not limited to, the American Association of Collegiate Registrars and Admissions Officers (AACRAO) EDGE database.

In addition to his academic qualifications, Mr. Rout possesses training and/or professional experience that is directly relevant to the specialty occupation position of Computer Systems Analyst, internally designated as Architect - Technology.

CONCLUSION

In sum, we provide the following documentation to evidence that Cognizant satisfies the employer-employee relationship, specialty occupation role, and right of control over Mr. Rout's employment:

- Statement from a Cognizant Manager of Human Resources attesting that Mr. Rout is entitled to receive standard Cognizant employee benefits.
- Cognizant's employee handbook related to our policies and procedures specific to the fair and consistent treatment of our employees.
- Cognizant's employee appraisal system, designed to enhance communications, provide a forum to effectively address performance and improve employee morale.
- An expert opinion letter attesting to the nature of Cognizant's business and our need for professional specialty occupation workers.
- Cognizant's 2015 Annual Report and Form 10-K.
- Master Service Agreement (MSA) between Cognizant and Capital One as a sampling of our continuous revenue generation leading to our continuous business growth.

We respectfully submit that Mr. Rout is qualified to assume the specialty occupation position of Computer Systems Analyst internally designated as Architect - Technology.

In light of the above, and in accord with the preponderance of evidence standard, we respectfully submit that Cognizant satisfies the H-1B criteria and requests that the Service approve our petition on behalf of Mr. Rout.

Sincerely,
Cognizant Technology Solutions U.S. Corporation

Lucilia Estevao
Senior Immigration Specialist

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ADDENDUM FOR COGNIZANT'S H-1B PETITION

OUR COMPANY

Cognizant Technology Solutions Corporation is a U.S. company that is publicly traded on the NASDAQ stock exchange. It is a member of NASDAQ-100 (CTSH), S&P 500, Forbes Global 2000, and Fortune 500. The company is ranked among the top performing and fastest growing companies in the world, and has made the "Forbes Fast Tech 25 list" for the tenth-consecutive year, making it the only company to appear on the list every year since the list's inception. The petitioner, Cognizant Technology Solutions U.S. Corporation ("Cognizant"), maintains its company headquarters in College Station, Texas, and acts as the principal U.S. operating company of Cognizant Technology Solutions Corporation, which has its principal offices in Teaneck, New Jersey. We are a leading provider of innovative information technology, consulting, and business process services. Cognizant transforms core processes for superior flexibility, higher efficiency and lower costs for over 1,242 clients spanning five continents in every major industry, including banking and financial services, healthcare, insurance, manufacturing and logistics, life sciences, retail and hospitality, and communications as well as a host of horizontal business units. Worldwide, we employ approximately 211,500 employees, with more than 35,000 employees in North America. In 2014, the Cognizant group's revenue increased to $10.26 billion.

In 2014, we acquired the Cadient Group, a digital healthcare company, and TriZetto Corp., a software services company with focus on proprietary healthcare solutions. Additionally, we acquired itaas, an interactive digital solutions company.

The intensely competitive IT services market includes a large number of participants and is subject to rapid change. The principal competitive factors affecting the markets for our services include:

• Performance and reliability;
• Quality of technical support, training and services;
• Responsiveness to customer needs;
• Reputation and experience;
• Financial stability and strong corporate governance; and
• Competitive pricing of services.

We rely on the following to maintain a competitive edge:

• A well-developed recruiting, training and retention model;
• A successful service delivery model;
• A broad referral base;
• Continual investment in process improvement and knowledge capture;
• Investment in infrastructure and research and development;

• Financial stability and strong corporate governance;
• Continued focus on responsiveness to customer needs, quality of services, competitive prices; and
• Project management capabilities and technical expertise.

Our approach is built on a global network of delivery centers, deep domain expertise and a robust portfolio of services, including:

Global Delivery Model. Our geographic reach extends across the globe, with more than 75 delivery centers worldwide. We have a four-tiered global architecture for service delivery and operations, consisting of employees located at clients' sites, at local or in-country delivery centers, at regional delivery centers and at global delivery centers. We are continuously expanding global delivery capacity at our centers in the United States, India, Europe and other regions throughout the world. We use our proprietary Cognizant 2.0 knowledge-sharing and project-management platform to unite all of our operations around the globe, access capabilities across the Company and streamline workflow. Our extensive facilities, technology and communications infrastructure
facilitates the seamless integration of our global workforces.

Domain Expertise. Our business is organized and managed primarily around our four industry-oriented business segments:

• Financial Services;
• Healthcare;
• Manufacturing, Retail and Logistics; and
• Other, which includes Communications, Information, Media and Entertainment, and High Technology.

This industry focus has been central to our revenue growth and high client satisfaction. As the IT services industry continues to mature, clients are looking for service providers with a deep understanding of their businesses, industry initiatives, customers, markets and cultures, and that can create solutions tailored to meet their individual business needs. To strengthen our industry practices, we hire professionals who are deeply experienced in the industries we serve, thus establishing a broad base of business analysts and consultants. We continually invest in industry training for our staff and build out industry specific services and solutions. This approach is central to our high levels of delivery and client satisfaction, as we understand the full context of our clients' challenges and have deep experience in addressing them.

Portfolio of Services. We offer a broad range of services designed to help clients address business challenges and enhance their ability to pursue growth opportunities. Our current service areas include:

• Consulting and Technology Services
• Business, Process, Operations and IT Consulting
• Application Development and Systems Integration
• Enterprise Information Management
• Application Testing
• Digital Technologies Services, including Social, Mobile, Analytics and Cloud-based Technologies

• Software Solutions and Related Services
• Outsourcing Services
• Application Maintenance
• IT Infrastructure Services
• Business Process Services

Business Segments
We are organized around and report the operations of our business according to our four industry-oriented business segments:

Financial Services Healthcare Manufacturing/Retail/Logistics Other

-Banking
-Insurance
-Healthcare
-Life Sciences
-Manufacturing and Logistics
-Retail, Travel and Hospitality
-Consumer Goods
-Communications
-Information, Media and Entertainment
-High Technology

Financial Services
Our Financial Services business segment serves leading financial institutions throughout the world. Our clients include banks, investment firms and insurance companies. In 2014, this segment represented approximately 41.8% of our total revenues. Revenues from our Financial Services business segment were $4,285.6 million, $3,717.6 million, and $3,035.4 million for the years ended December 31, 2014, 2013, and 2012, respectively. Our focus is as follows:

• *Banking*. Traditional retail and commercial banks, diversified financial enterprises, broker-dealers, asset management firms, depositories, clearing organizations and exchanges. Our clients engage us to help make their operations as effective, productive and cost-efficient as possible, and to support new capabilities. We assist these clients in such areas as: Retail Banking, Wholesale Banking, Consumer Lending, Cards and Payments, Risk Management, Investment Banking and Brokerage, Asset and Wealth Management, and Securities Services.

The demand for our services in the banking sector is being driven by several significant changes in the industry. In response to the global economic crisis, central banks and government bodies have adopted policies designed to maintain low interest rates, raise capital requirements, impose new regulations, and institute risk-mitigation measures, such as restricting proprietary trading. Such actions have the effect of curtailing some revenue sources and increasing compliance costs for most financial institutions. In addition, financial institutions must consider adopting new technologies, such as SMAC, which will impact the way they interface with customers and employees, and how they manage their operations. In addition to Application Development and Maintenance, the services increasingly in demand

in this sector include EIM, Testing, Customer Relationship Management, or CRM, Enterprise Resource Planning, or ERP, BPS, IT IS, and Business and Technology Consulting.

• *Insurance*. We serve the needs of global property and casualty insurers, life insurers, reinsurance firms and insurance brokers who turn to us for assistance in improving the efficiency and effectiveness of their operations and in achieving business transformation. We focus on: Business Acquisition, Policy Administration, Claims Processing, Management Reporting, Regulatory Compliance and Reinsurance.

Among the factors driving the need for our services in the insurance industry is a desire to improve the sales and marketing process, both by deepening direct retail customer relationships and strengthening interactions with networks of independent and captive insurance agents, often through the use of social and mobile technologies. Insurers also seek to enhance their profitability by differentiating their products and services, resulting in a need for specialized underwriting models and systems. Additionally, many insurers seek to improve business effectiveness by reducing expense ratios and exiting non-core lines of business and operations. Our services which are most in demand in this sector include: Application Development and Integration, Consulting, BPS, IT IS, EIM, and SMAC services.

Healthcare

Our Healthcare segment serves many leading healthcare and life sciences companies. In 2014, our Healthcare business segment represented approximately 26.2% of our total revenues. Revenues from our Healthcare business segment were $2,689.4 million, $2,264.8 million, and $1,934.9 million for the years ended December 31, 2014, 2013, and 2012, respectively. This business segment provides services in the following industries:

• *Healthcare*. We work with many leading global healthcare organizations, including healthcare payers, providers and pharmacy benefit managers. The healthcare industry today faces the dual challenge of improving the quality of care while lowering the cost of care and making healthcare affordable to a larger population. A key factor driving this transformation has been the Affordable Care Act.

Our Healthcare Practice focuses on providing a broad range of services and solutions to the industry to address regulatory requirements and emerging industry trends such as: Regulatory Compliance (including compliance with the Affordable Care Act and work related to state health insurance exchanges), Integrated Health Management (including establishing health information exchanges), EIM, Claims Investigative Services (aimed at preventing fraud and abuse and strengthening administrative processes), and Operational Improvement (in areas such as claims processing, enrollment, membership and billing). We enable systems and processes to deal with the retail orientation of health care, such as the support of individual mandates and the adoption of mobile and analytics solutions to improve access to health information and decision making by end consumers.

• *Life Sciences.* We partner with leading pharmaceutical, biotech, and medical device companies, as well as providers of generics, animal health and consumer health products to assist them in transforming their business by helping them be more efficient and effective

from an IT and business operations perspective while helping them drive innovation and virtualization in growing their business.

Among the industry forces generating demand for our services are: financial pressures caused by payer and government pricing pressures, patent expiry and competition from generics; the drive to expand into new geographic markets; the need for more targeted or personalized therapies leading to R&D innovation; continued diversification of product portfolios and the related high cost of product development; and a dynamic regulatory environment with greater emphasis on product safety, ethics and compliance, transparency of pricing and promotional activity. Our Life Sciences solutions help transform many of the business processes in the life sciences value chain (Research, Clinical Development, Manufacturing and Supply Chain, Sales and Marketing) as well as regulatory and administrative functions and general IT. Among our services most often in demand are Consulting, EIM, Customer Solutions, BPS, IT IS, Application Maintenance, Application Development and Systems Integration, Testing and SMAC services.

Manufacturing/Retail/Logistics

Our Manufacturing, Retail and Logistics segment provides outsourcing, business consulting and technology services for global leaders in a range of sub-sectors, including industrial, automotive, process logistics and retail. In 2014, this segment represented approximately 20.4% of our total revenues. Revenues from our Manufacturing/Retail/Logistics business segment were $2,093.6 million, $1,868.3 million, and $1,498.7 million for the years ended December 31, 2014, 2013, and 2012, respectively. This business segment services customers in the following industry groups:

• *Manufacturing and Logistics.* Clients in this sector include manufacturers of automobiles and industrial products, and processors of natural resources, chemicals and raw materials. In logistics, our clients include rail, truck, marine and other transportation and distribution companies. We also serve many leading energy utilities, as well as oil and gas producers. Our clients seek our help in implementing business-relevant changes to achieve increased productivity, competitiveness and cost-efficiency. To that end, we improve operational efficiencies, enhance responsiveness, and collaborate with trading partners. We leverage a comprehensive understanding of the business and technology drivers of the industry. Some of our Manufacturing and Logistics solutions for Industrial and Automotive clients include: Warranty Management, Dealer Systems Integration, Supply Chain Management, Sales and Operations Planning, and Mobility. For transportation and logistics, our service areas include Warehouse and Yard Management, Transportation Asset Management, Transportation Network Design, Global Trade Management and Analytics.

Industry trends that influence the demand for our services in this sector include the increasing globalization of sourcing and the desire to further penetrate emerging markets, leading to longer and more complex supply chains. In the power generation sector, industry trends include the continued drive toward energy conservation, including "smart meter" installations, the need for better grid reliability and security, regulatory changes and the need to relieve cost pressures through better asset performance and web-based customer care systems. We also achieve optimization of supply chains to better manage inventory, support growing eCommerce operations and improve supplier collaboration. The application of intelligent

systems to manufacturing and logistics operations, enable mobile platforms to support field sales and use data analytics to make better informed decisions. These trends are driving demand for offerings such as Enterprise Application Services, or EAS, EIM, Consulting and SMAC technologies.

• *Retail, Travel and Hospitality.* We serve a wide spectrum of retailers and distributors, including supermarkets, specialty premium retailers, department stores and large mass-merchandise discounters, who seek our assistance in becoming more efficient and cost-effective and in helping to drive business transformation.

Current trends affecting demand in the retail industry include a need for greater cost efficiency to combat the industry's traditionally narrow profit margins, changes in supply chain management to facilitate direct store delivery, the ability to accommodate multi-channel (in-store and on-line) models, and the impact of SMAC technologies on customer and employee interaction. Services in high demand in the retail sector include Consulting, eCommerce, EAS, Systems Integration, Testing, BPS and EIM. We also serve the entire travel and hospitality industry including airlines, hotels and restaurants, as well as online and retail travel, global distribution systems and intermediaries and real estate companies, providing solutions such as CRM, EIM and BPS.

• *Consumer Goods.* We work with many of the world's premier consumer goods manufacturers, creating innovative solutions and strategies that help them build and sustain strong brands while enhancing their price-competitiveness, category leadership and consumer loyalty. Principal segments served include consumer durables, food and beverage, footwear and apparel, and home and personal care products. Our expertise in these areas spans a wide range, from demand-driven supply chains, to revenue creating trade promotion management systems, to analytics systems and mobility solutions that anticipate and serve ever-changing business needs.

The demand for our services in this sector is being propelled by such factors as the need of consumer goods companies to accelerate product innovation to remain competitive and deliver top-line growth, the continuing drive to optimize global sourcing and supply chain management, the impact of SMAC technologies on consumer interaction, marketing and sales processes, the use of data analytic to increase the effectiveness of product development and marketing, as well as ongoing pressures to curtail IT costs. In response to these needs, we provide solutions including Application Development and Systems Integration, Consulting, CRM, EIM, Testing, BPS, IT IS and SMAC services.

Other

The Other business segment includes the Communications, Information, Media and Entertainment, and High Technology operating segments. In 2014, our Other business segment represented approximately 11.6% of our total revenues. Revenues from our Other business segment were $1,194.1 million, $992.5 million, and $877.5 million for the years ended December 31, 2014, 2013, and 2012, respectively.. The Other business segment is an aggregation of operating segments each of which, individually, represents less than 10.0% of consolidated revenues and segment operating

profit. Descriptions of the key operating segments included in the Other business segment are as follows:

• *Communications*. Our communications industry practice serves some of the world's leading communications service (cable, wireless and wireline) providers, equipment vendors, and software vendors. We address the important changes in the communications industry, such as: transition to new network technologies; designing, developing, testing and introducing new products and channels; improving customer service and increasing customer satisfaction; transforming Business Support Systems (BSSs) and Operations Support Systems (OSSs); transitioning to agile development methodologies; and enabling applications for cloud deployment. Customer Solutions, Mobility, IT IS, Testing, ERP Implementation, EIM, and Cloud services have been in particular demand.

• *Information, Media and Entertainment.* We work with some of the world's largest media and entertainment companies, including information service providers, publishers, broadcasters, and movie, music and video game companies. The growth of digital platforms is causing significant change to these industries and we are working to meet these challenges and help transform businesses. Additional trends affecting the industry include a decline of traditional print publishing, the need for digital asset management and the impact of SMAC technologies on the consumption of entertainment content.

We provide services in critical areas such as the Digital Content Supply Chain and Media Asset Management. Some of our other services include: Business Solutions (such as Advertising Management, Online Media, and e-Business); Digital Distribution, Workflow Automation; Intellectual Property Management, Anti-Piracy Initiatives; and Operational Systems (Advertising Sales, Studio Management, Billing and Payments, Content Management and Delivery).

• *High Technology*. We serve some of the world's leading independent software vendors, or ISVs, technology equipment manufacturers, and online service providers. We assist the ISVs with their transitions to new business models (such as Software-as-a-Service, or SaaS, models) and facilitate their license management and sales processes. We help the high-technology manufacturers take on complex, transformational business process and product engineering initiatives. The technology sector is largely driven by product development. This creates strong demand for Analytical, Engineering, Testing, Go-to Market strategies, and Content Management services. Other in-demand services include CRM, Product Technical Support, Supply Chain Management and the application of SMAC technologies, as well as Application Development, Systems Integration and Application Maintenance.

Our Solutions and Services

Across each of our business segments, we provide a broad and expanding range of consulting, information technology and outsourcing services, including:

Consulting and Technology Services

• *IT Strategy and Business Consulting*. Our global consulting team, Cognizant Business Consulting, or CBC, re-imagines and transforms businesses to gain competitive advantage. With these new

operating models, the value chain is being disaggregated to drive speed to market and agility. CBC is built on a foundation of deep thought leadership and actionable strategies. CBC improves business performance and operational productivity in order to exceed business goals. We also provide assistance with Strategy Consulting, Business and Operations Consulting, IT Strategy & Change Management, and Program Management Consulting.

In this environment, the services currently provided by CBC include:

- IT strategy consulting to define new IT target operating models, new delivery models and to optimize IT to business alignment, sourcing strategies and IT costs;
- Program management consulting, including post-acquisition integration, business and IT integration, business transformation, and large scale business transformation;
- Operations improvement consulting for business process management, operations strategy, global sourcing and supply chain management, and change management;
- Strategy consulting with respect to re-imagining new business and operating models, market growth, mergers and acquisitions, product innovation and sustainability initiatives; and
- Business consulting related to finance, risk advisory, human resources, marketing and analytics functions.

CBC is also expanding new services and capabilities in areas such as BPS, Supply Chain Management, Enterprise Analytics, EAS, and consulting related to the management of core assets and intellectual property, and IP.

• *Application Development and Systems Integration*. We offer a full range of Application Design, Application Development and Systems Integration services, which enable customers to focus on and invest in their core business activities and in growth-producing innovation, while ensuring that their IT functions operate in the most efficient, responsive and cost-effective manner. We have particular depth of skills in implementing large, complex, business-critical IT development and integration programs.

Demand for our Application Development and Systems Integration services is being driven by the growing need of customers to access outside capabilities to respond to the impact of changes in markets, regulation, competition and SMAC technologies on their businesses. As part of our Application Development services, we define customer requirements, write specifications and design, develop, test and integrate software across multiple platforms including Internet technologies. We modify and test applications to enable systems to function in new operating environments. In addition, these services include ERP and CRM implementation services. We follow one of two alternative approaches to application development and systems integration:

- Full life-cycle application development, in which we assume start-to-finish responsibility for analysis, design, implementation, testing and integration of systems; or
- Cooperative development, in which our employees work with a customer's in-house IT personnel to jointly analyze, design, implement, test and integrate new systems.

In both of these approaches, our on-site team members work closely and collaboratively with our clients. Detailed design, implementation and testing are generally performed at dedicated near-shore

and offshore development and delivery centers. In addition, we maintain an on-site presence at each customer location in order to address evolving client needs and resulting changes to the project.

A key part of our application development and systems integration offering is a suite of services to help organizations build and integrate business applications with the rest of their operations. Using this suite of services, we leverage our skills in business application development and enterprise application integration to build sophisticated business applications and to integrate these new applications and websites with client server and legacy systems. We build and deploy robust, scalable and extensible architectures for use in a wide range of industries. We maintain competency centers specializing in various areas such as: Microsoft solutions; IBM, SAP, Oracle and Java applications; and Cloud Computing and Mobile solutions. These competency centers enable us to provide application development and integration services to a broad spectrum of clients.

Our re-engineering service offerings assist customers migrating from systems based on legacy computing environments to newer standards-based distribution architectures, often in response to the more stringent demands of business. Our re-engineering tools automate many of the processes required to implement advanced technology platforms. We believe that this automation substantially reduces the time and cost to perform re-engineering services. These tools also enable us to perform source code analysis and to re-design target databases and convert certain programming languages. We also re-design and convert user interfaces.

• *Enterprise Information Management.* Our EIM practice focuses on helping clients harness the vast amounts of data available on their operations, customers and markets, and to convert that data into information and insights that are valuable to their businesses and can be used to drive management decisions. We identify the types of data available both within their organizations and from outside sources, including social media, and to bring that data together in a meaningful "data to foresight" continuum. Among the trends driving this business are: the desire of companies to better understand consumer demands and market opportunities in order to create new products and services, the explosion of differently structured types of data from newly crafted business processes, the need to manage reporting requirements in regulated industries such as healthcare and financial services, and the pressures to manage operations more efficiently and cost-effectively through the use of analytical tools.

Among the services we provide in the EIM area are the following:

- Strategic, advisory and management consulting services across Information Management, Business Intelligence & Analytics;
- Enterprise Data Management, including the creation of data warehouses, data marts, operational stores, enterprise master data management platforms, enterprise metadata platforms as well as enterprise data governance;
- Descriptive Analytics/ Business Intelligence that involves the strategy, design, build and management of information assets that drive day to day decision making;
- Strategic Corporate Performance Management, enabling clients to create executive dashboards or scorecards to better manage operations;
- Packaged Analytics designed to provide solutions to specific business problems leveraging technologies such as Mobile and Cloud; and

- Big Data to assist clients in managing and deriving actionable insights from the explosion in the volume, variety, velocity and complexity of data.

• *Application Testing*. Our Application Testing practice offers a comprehensive suite of services in testing, consulting and engineering. Our Quality Assurance, or QA, transformation services develop deep, agile QA capabilities that create or extend their competitive advantage. QA is driven by six strategic themes: integrated automation, user advocacy, IP-based intelligent platform, a factory model, end-to-end quality focus, and an on-demand infrastructure model. Our business-aligned services in the areas of system and integration testing, package testing, user acceptance, automation, performance testing and test data management address critical quality needs. Consulting and infrastructure solutions in quality management, test tools and test infrastructure enable businesses to capitalize on emerging opportunities. Factors driving the demand for our testing services include the adoption of SMAC technologies, the need for testing of new regulatory compliance processes, and the desire for more cost-effective and nimble "on-demand" testing. Accordingly, among the functions we provide are: testing related to integration of SAP, Seibel and other systems, IT process and quality consulting, testing of customized mobile and cloud-based applications, and Testing as a Service. We focus our Managed Test Centers on specific domains (e.g., specific industries and software solutions), ensuring we tailor our testing solutions to the particular needs of our clients. We achieve significant reduction in time to market as well as cost of quality, and realize significant improvements in the maturity of quality processes.

• *Social, Mobile, Analytics and Cloud-based Services.* We are aiding in adapting SMAC technologies to businesses. Such new technologies are becoming fundamental components of the enterprise IT architecture. These technologies are profoundly changing the way companies relate to their customers, interact with employees, and bring products and services to market. As such, the SMAC stack holds the promise of innovation and the potential for innovation-driven top line growth and efficiencies that improve the bottom line. We provide the means by which to analyze social media sentiment and build those insights into the customer relationship management process. In other cases, we are enabling clients to manage and analyze vast accumulations of data and to use that data to drive management decisions. We also offer end-to-end services to enable cloud-based processes, from consulting and implementation to ongoing support activities.

- <u>Consulting</u>, which is based on rigorous and proven methodologies and scientifically-driven frameworks. In the areas of business processes, technologies, and offshoring, Cognizant analyzes the existing environment, identifies opportunities for optimization, and provides a robust roadmap for cost savings and productivity improvement. The broad areas of coverage include: offshoring strategy, IT strategy, technology rationalization, business process rationalization, change management, and IT solution strategy.

- <u>Application Design, Development, Integration, and Re-engineering</u>, which entails defining customer requirements, writing specifications and design, developing, testing, and integrating software across multiple platforms including Internet technologies. Cognizant also modifies and tests applications to enable systems to function in new operating environments. In addition, Cognizant offers services such as DataWarehousing/Business Intelligence ("BI"), Enterprise Resource Management ("ERP"), and Customer Relationship Management ("CRM") implementation services, as well as testing services. We follow either one of two alternative

approaches to application development and integration:

- Full life-cycle application development, in which we assume start-to-finish responsibility for analysis, design, implementation, testing and integration of systems; or

- Cooperative development, in which our employees work with a customer's in-house IT personnel to jointly analyze, design, implement, test and integrate new systems.

COGNIZANT'S UNIQUE, COMPLEX, AND PROPRIETARY SOFTWARE DEVELOPMENT, QUALITY ASSURANCE, AND PROJECT MANAGEMENT TOOLS

Over our 20-plus years of operation, Cognizant has invented a wealth of intellectual property (IP) that enables us to be operationally efficient, innovative, and deliver the highest quality IT and business services to our clients worldwide. An important part of this IP is a wide array of proprietary software and software as a service solutions that support our IP development processes. These tools that include development support, quality assurance, and project management software, and which are described in further detail below are unique to Cognizant, and to our knowledge, none of our competitors has developed an IP portfolio as broad and complex as ours. Proficiency with this IP is required for all our specialized employees to be even minimally qualified to perform software development projects similar to those for which the beneficiary is qualified. Due both to the complexity and the number of these tools, several months of vigorous, and continuous training, both formal and hands-on, is required to achieve the minimal level of proficiency in their use. Cognizant vigorously protects its IP rights with respect to these tools, as they are essential to our competitive advantage, and ultimately, to our commercial survival. Therefore, training in those tools is only available at Cognizant's development centers.

Our IP rights are important to our business. Cognizant relies on a combination of IP laws, trade secrets, confidentiality procedures, and contractual provisions to protect our IP. We require our employees, independent contractors, vendors and customers to enter into written confidentiality agreements upon the commencement of their relationships with us. These agreements strictly require that any confidential or proprietary information disclosed or otherwise made available by us be kept confidential. In addition, when we disclose any confidential or proprietary information to third parties, we routinely require those third parties to agree in writing to keep that information confidential.

A portion of our business involves the development for customers of highly complex information technology software applications and other technology deliverables. This IP includes written specifications and documentation in connection with specific customer engagements. Our customers usually own the IP rights in the software and other deliverables we develop for them.

Our IP begins with solution accelerators and frameworks, which allow us to accelerate time to value for clients across the vertical industries and geographies that we serve. We also have developed specialized methodologies that enable us to more effectively manage client engagements and deliver IT and business process outsourcing services that continuously generate better business results for our clients.

The following is a cross-section of the IP Cognizant applies in its daily operations.

Solution Accelerators & Frameworks: We have created a wide array of solution accelerators and frameworks that extend across our service lines to help us more quickly resolve our client's most pressing business-technology challenges. These tools often accelerate the process of building, deploying and managing custom applications or packaged solutions created by third-party vendors. Examples of these tools include:

- **Oracle Solutions Accelerators**
  - **Receivables to Cash**
    - Improves performance of receivables to cash process
    - Establishes consistent invoice/ payment data across applications in real time
    - Reduces manual overhead to correct the errors and cost of ownership

  - **MigrateD**
    - Automates data mapping and conversion; saves time to re-implement Oracle E-Business Software, as well as to map the data structures across the versions, and convert the data to the upgraded version.
    - Automates data-structures comparison across various versions
    - Generates data-mapping reports, highlighting changes in the data structures.

- **Travel and Hospitality Frameworks**
  - **OTA Translator**: Intelligent schema-mapping tool to help increase productivity of teams developing Direct Connect interfaces.
  - **Tetris Data Distribution**: Framework and components to configure, monitor and report on data distribution.
  - **New Order Online Ordering**: Components for automated ordering via Web, mobile and SMS services.
  - **mConcierge Mobility**: Provides mobile devices with access to a hotel's in-property services.
  - **Aircraft Hub**: Dashboard manager for aircraft operations.
  - **Customer Data Management Assessment**: An Excel-based tool to assess technical and functional maturity of customer data management applications in an organization.
  - **Wireless POS:** Framework for remote order placement and payment.

- **Data Warehouse & Business Intelligence**

Platinum is Cognizant's central, technology agnostic platform to drive productivity and quality during DWBI implementations. It is the industry's first enterprise wide system integration automation ecosystem that connects all solution stakeholders on a single, collaborative platform and helps optimize solution delivery by offering a blend of automation, process orchestration, knowledge management and value creation. It has been designed as a key differentiator for Cognizant's information management services by

- Enabling automation at all touch points in a system architecture

- Connecting and working with almost all the best-of-breed data integration, business intelligence and DBMS tools
- Extending to solution delivery across other verticals and horizontals in Cognizant.
- Incorporating accumulated learning and best practices

It has various components in-built for enabling various phases of the SDLC life cycle. Examples of a few widely used components:

- **Warehouse Impact Analyzer (WIA):** Automates impact analysis, exposes the environment metadata, and adds value by improving productivity in maintenance projects.
- **Automated Quality Analyzer (AQUA):** Helps to achieve and manage Total Automated Software Quality with minimal effort by automatically identifying coding standard deviations and other non-conformances.
- **Data Builder:** Masks and simulates sensitive client data for security reasons and enables unit and load testing.

Cognizant 2.0 (C2): Our Web 2.0-based knowledge-sharing and project-management platform enables Cognizant associates, business partners and clients to collaborate across the world. Importantly, Cognizant 2.0 ensures that the best resources and insights are leveraged in all projects we undertake. Cognizant 2.0 applies a mix of in-house developed project and process management tools and methodologies, Microsoft foundational software (Outlook for email; Project for project management, etc.) as well instant messaging, wikis and a custom-built semantic search capabilities to ensure that timely and high-quality services are delivered consistently to our clients, globally.

OnTarget™: This in-house developed platform enables Cognizant to remotely manage our clients IT infrastructure (hardware, software and networks) from delivery centers across the world, including Holliston, MA. It enables us to apply higher levels of process maturity and automation to IT infrastructure management to help clients reduce their total spend, optimize hardware utility (e.g., consolidate servers and save energy) and improve operational productivity, so resources can be deployed on more strategic endeavors.

Two-in-a Box™ (TiB): By applying our proprietary client engagement model, we embed personnel with demonstrated domain experience within the client organization to help drive IT strategy and ensure alignment with business objectives This team is led by a senior manager, or Client Partner, who coordinates operational requirements and service delivery with a dedicated manager from one of our centers, so that the client's senior IT leadership team is free to concentrate on more strategic concerns.

Transform while Perform ™ (TwP): With this methodology, we help our clients attain greater levels of productivity and return from their investment in IT. This all-encompassing approach helps clients shift IT investments from tactical projects that often consume up to 80% of IT budgets, to higher-value initiatives that advance short- and long-term business objectives. With TwP, clients transfer to us resource-intensive projects, such as infrastructure management and applications maintenance; and through our greater economies of scale, domain expertise and best

practices, we can significantly reduce spending and create new IT operational efficiencies. The result is improved bottom-line performance, and freed-up resources can be redeployed into core initiatives that transform the business.

Cognizant also commercializes its proprietary software and software as a service ("SaaS") solutions that comprise part of its IP portfolio. Proficiency with these solutions is required for all our specialized employees to be qualified to perform business development and commercialization activities in respect of these solutions. The following software and SaaS solutions are included in Cognizant's IP portfolio:

- Cloud360
- XEDAPP
- SMMP
- ZDLC
- EM5
- T5
- Mobile
- Convergent Cloud
- Enterprise
- Intellistore
- MDM in a Box
- TEMS
- Order Management as a Service
- Clinical Transformation
- SmartTrials
- assetSERV
- TruMobi

COGNIZANT ACADEMY TRAINING

Cognizant's in-house department, Cognizant Academy, is devoted to ensuring Career Development of Cognizant associates by providing them with learning courses through multi-mode delivery options in an array of specialized knowledge areas relating to Cognizant's unique Two-In-A-Box and Three-In-A-Box operational models and industry Cognizant-specific training. With a specialist staff of hundreds of distinguished professionals, Cognizant Academy offers learning courses through formal classroom settings as well as through virtual and other "multi-mode" learning environments. Last year, Cognizant Academy offered technical training, and an array of programs to advance personal, managerial, and cross-cultural skills. In these programs, employees learn the Cognizant-specific solutions related to the niche subject areas within the domains they work. Cognizant Academy offers the following programs:

(1) Campus Associate Training to train and prepare joinees from colleges to face real-time challenges;

(2) "Dovetail" Training, a post-Campus Associate Training with a one-year guided learning plan supported by comprehensive learning material and required mentoring;

(3) Continuous Education Program (CEP), which contains five core competencies relating to Cognizant methods/processes, including Technology, Process & Quality, Project Management, Domain and Soft Skills (including cultural and language);

(4) Career Compass, an interdisciplinary role based career development program to identify Cognizant opportunities for associates' career advancement by building skills in line with their career aspirations;

(5) Management Development Center (MDC), which is a continuing learning program focused on building and sustaining core skill sets, knowledge and style required to be a successful Program Manager; and

(6) Account Manager and Client Partner (AM-CP) developmental programs aimed at improving the Client relationship skills and business management skills.

Cognizant Academy also offers the following services for Cognizant employees:

(7) Professional Certification Standards, including the offering of the internal certification known as "Cognizant Certified Professional" (offered in technical, domain and professional areas) and the facilitation of external domain and technology company certifications;

(8) Cognizant Library & Information Services, which provides technical, domain and management books, journals, manuals, training materials, CDs, and videos; and

(9) Enterprise Learning Management System, a Cognizant-specific integrated system usin "multi-modal" learning/multiple delivery methods for a single learning activity.

In addition to these training programs, we send our software professionals across the globe for technology or management-specific training. Notable universities and colleges where we send our professionals include Carnegie Mellon University, Indian Institutes of Management, and London School of Business. We also have strategic partnerships and alliances with several premier institutions, such as the Symbiosis Center for Distance Learning for distance education MBA program and the Birla Institute of Technology and Science, Pilani, to help our associates get trained in a variety of areas, and also obtain higher degrees.

Noteworthy, Cognizant won the first place in the American Society for Training & Development (ASTD) BEST Awards competition. ASTD is the world's largest professional association dedicated to the training and development field. Tony Bingham, ASTD President and Chief Executive Officer stated: "These 28 companies excel in creating innovative, vibrant learning cultures that clearly align with strategic business goals." said Tony Bingham, ASTD President and CEO. Indeed, ASTD BEST Awards is the training industry's most rigorous and coveted recognition. The program recognizes organizations that demonstrate enterprise-wide success through employee learning and development.

To maintain our competitive edge in the global arena, Cognizant invests in our talent to develop the knowledge and skills of our global workforce. We place significant emphasis on training our workforce of highly-skilled professionals through Cognizant Academy as well as other training programs.

COGNIZANT'S CLIENT SERVICE MODEL INVOLVES LONG-TERM PLACEMENT OF OUR EMPLOYEES AT A THIRD-PARTY CLIENT WORK SITE AND IS DISTINGUISHABLE FROM A THIRD-PARTY PLACEMENT/"JOB SHOP" MODEL

As outlined above, under Cognizant's unique client relationship model, the entire organization of Cognizant, and not its individual employees, provides consulting services to our clients. To this end, Cognizant employees work both on-site and in-house on assignments. Both the composition of these teams and the duties of each individual team member are controlled entirely by Cognizant. Our client relationship model combines Cognizant's professional and specialized personnel located onsite at the customer location and offshore at dedicated development centers around the world. We have a global delivery platform that supports this onsite/offshore model. In a typical client engagement, the Cognizant employees located at the customer's place of business handle approximately 25-30% of the workload. The balance is performed at one of our global delivery centers around the world. The members of our on-site team remain at all times Cognizant employees, and they meet the indicia of employment relationship cited above.

The Memo (on Page 2) recognizes that "placement of the beneficiary/employee at a work site that is not operated by the petitioner/employer (third party placement) . . . is common in some industries" as long as "[p]etitioner control over the beneficiary . . . [is] established". Conversely, such employer-employee relationship does not exist where "the petitioner's business is to provide our employees to fill vacancies in businesses that contract with the petitioner for personnel needs" (so-called job shops). To this end, the Memo distinguishes a business model that involves **long-term placement of employees by the petitioner at a third-party work site**, where a valid employer-employee relationship would exist (Page 5 of the Memo) from **third-party placement/"job shop"** model (Page 6 of the Memo), where no valid employer-employee relationship exists, as the petitioner would have no right to control the beneficiary's work.

Employment with Cognizant is not a "job shop" consulting agreement. In sharp contrast, the beneficiary will render services to Cognizant exclusively, and will function at all times under exclusive direction and control of Cognizant's management. The beneficiary's contact with clients will in no manner affect his/ her employment conditions and terms with Cognizant. Only the senior-level management at Cognizant will be responsible for the beneficiary's job duties and performance. The management of Cognizant will have complete discretion over the hiring, termination, rate of pay,

and benefits offered to the beneficiary. Further, the beneficiary will be supervised, trained, and his performance will be evaluated by his manager, who is also a full-time employee of Cognizant. None of the conditions of the beneficiary' employment will be determined by any entity other than Cognizant.

OUR RELATIONSHIP TO OUR CLIENTS AND OUR EMPLOYEES AT OUR CLIENTS' SITES MEETS THE STANDARD FOR EMPLOYER-EMPLOYEE RELATIONSHIP

Cognizant's relationship with our clients is that of independent contractor, and **no** other relationship exists, including employment, joint venture, or agency. Cognizant is at all times fully responsible for the actions and omission of all our employees, whether or not such employees are working on site at a client facility.

Cognizant's relationship with our employees meets the definition of employer-employee relationship under the guidelines of January 8, 2010 Memorandum by D. Neufield, Associate Director of Service Center Operations ("Memo"). Specifically, Cognizant's relationship with our employees meets the test of employer-employee relationship formulated on Page 3 of the Memo because Cognizant at all times retains the "**right to control** over when, where, and how the beneficiary performs the job" to the exclusion of our clients. In fact, Cognizant's relationship with our clients and our employees reflects all the major incidences of employer-employee relationship listed in the leading U.S. Supreme Court decision in Nationwide Mutual Co. Ins. v. Darden, 503 U.S. 318 (1992) quoted in the Memo on Page 3, specifically:

Skill required

- Cognizant has complete discretion over the hiring and professional development of our employees. All criteria for hiring employees and, if applicable, assigning them to specific client assignment (i.e., not all Cognizant employees are deployed to client sites, Cognizant employees support Cognizant's business services, consulting services, and infrastructure and perform such duties at Cognizant's offices or remotely from home offices). **The minimum education and skills are established and controlled exclusively by Cognizant, as it is entirely up to Cognizant to determine which skills are required to perform every assignment to meet services/ deliverables**

Source of instrumentalities and tools

- Cognizant employees use Cognizant's unique and complex IP processes, tools, and methodologies for providing services and solutions for the clients' IT needs

Worksite location

- Cognizant assigns our employees to various client sites, and our clients do not have the right to control when, where, and how Cognizant employees perform their jobs while at client sites

Duration of the relationship between the parties

- Only Cognizant, not our clients, may discharge a Cognizant employee from providing services, a specific client engagement is not relevant to the Cognizant employees duration of employment

Whether the hired-party has the right to assign additional projects to the workers of the hired party

- Discretion over when and how long to work - is exclusively determined by Cognizant, through managers, who frequently oversee onsite. Clients/ end users do not set the hours of work for Cognizant employees

Method of payment

- All our employees are on Cognizant's payroll and receive all salary payments directly from Cognizant and no other entity; Cognizant has exclusive discretion over the frequency and the method of the payment

The hired party's role in hiring and paying assistants

- Cognizant maintains exclusive control over the management structure and hierarchy of its onsite service teams, and only Cognizant, not the client, may authorize Cognizant employees to supervise other Cognizant employees onsite

Whether the hired party is in business

- Cognizant is a publicly traded company employing over 187,400 people worldwide, of which over 35,000 workers are employed by Cognizant in North America

Provision of employee benefits

- Cognizant's employees are eligible to receive Cognizant's benefits, which include medical, dental, vision, and life insurance, accidental death/disability, disability coverage, 401(k), stock purchase and option plans, as well as vacation, sick, and personal leave

Tax treatment of the hired party

- Cognizant reports the salaries paid to our employees on its corporate tax return; it is solely responsible for all payroll withholdings from our employees' pay, as well as for the payment of state unemployment insurance and other tax issues arising from its status as the exclusive employer of our employees; neither Cognizant's clients nor our employees share any of these responsibilities

THE INFORMATION PROVIDED IN THIS PETITION WITH REGARD TO THE SCOPE OF THE ASSIGNMENT AND THE BENEFICIARY'S ROLE SATISFY THE REQUIREMENT OF ITINERARY FOR OFF-SITE EMPLOYEES

As an employer of more than 35,000 full-time employees in North America, Cognizant is not dependent on any particular client assignment to pay our employees, much like a doctor is not dependent on any particular patient to sustain her or her medical practice. Cognizant has a bona fide, full-time specialized knowledge occupation assignment available for the beneficiary.

The Memo, on Page 10, clarifies that "[t]o satisfy the requirements of 8 C.F.R. § 214.2(h)(2)(i)(B), the petitioner must submit a complete itinerary of services or engagements that specifies the dates of each service or engagement, the names and addresses of actual employers, and the names and addresses of the establishments, venues, or locations where the services will be performed for the period of time requested." The description of assignment and other information provided in this petition, combined, satisfies this requirement. Specifically:

- The MSA between Cognizant and each client specifies the scope of Cognizant's services as an ongoing commitment, and the agreement will remain in effect until terminated, and Cognizant, having the exclusive control over the personnel it assigns to fulfill the service or engagement, assigned the beneficiary to support the engagement for the time specified on the Form I-129 and the LCA attached to this petition. If in the future Cognizant re-assigns the beneficiary, it will make all necessary filings and notifications to reflect the change on the beneficiary's work conditions.
- Cognizant is the beneficiary' actual employer, and its names and address are provided on Form I-129.
- Client name has been identified in this petition, and its name and the address of the beneficiary' work site where the services will be performed for the period of time requested have also been provided.

THE EXPIRATION DATE OF AN AGREEMENT ("AGREEMENT") IS NOT RELEVANT TO THE DETERMINATION OF THE BENEFICIARY'S AUTHORIZED STAY IN THE UNITED STATES

Cognizant – and **not** the client – is the sole employer. Accordingly, an Agreement's expiration, or the end of an employee's assignment to a specific client engagement does **not** signify the end of the beneficiary's employment with Cognizant. Given that Cognizant has a sizable client base, and can transfer any employee to any of hundreds of ongoing services among hundreds of clients, an employee's employment with Cognizant does **not** hinge on a single client engagement/ assignment.

In general, the MSA between Cognizant and most clients are valid indefinitely. Most MSAs do not have an expiration date, and therefore are not subject to extensions. The MSA may be terminated shall one party give the other party written notice of termination of this contract agreement in accordance with the terms of this contract agreement. One of Cognizant's core business strategies is to further develop long-term customer relationships. Cognizant has strong long-

term strategic relationships with our customers and business partners. In general, the **terms of Article 2 of our MSAs provide:**

1. The Agreement between Cognizant and Cognizant Clients is subject to routine extensions; seamless continuation of all projects performed by Cognizant for a certain client while the Agreement extension is pending is one of the conditions of the Agreement.

   As part of its normal business practices, Cognizant routinely extends its Agreements' with all our clients in a timely manner. Specifically the Agreement between Cognizant and the client specified in the instant petition has been extended in the past, and both Cognizant and our client expect to sign and extend the Agreement before its current expiration date. Even if the extended Agreement has not been finalized before its current expiration date due to legal or administrative delays, the current Agreement obligates Cognizant to continue providing its services to our client beyond its current expiration date while the extended Agreement is being finalized because the Agreement between Cognizant and our client specifies the scope of Cognizant's services as an ongoing commitment. As such, these services that Cognizant currently performs for our client discussed in the instant petition will continue beyond the expiration date of the current Agreement, and so will Cognizant's need for the beneficiary's services as described in this petition.

2. The beneficiary's assignment is not limited to one particular client and/or project; conversely, Cognizant may, depending on its current business need, reassign the beneficiary to a different client engagement to perform the described duties under the provisions of a different Cognizant contract Agreement. As needed, Cognizant will make all necessary filings and notifications to reflect the change on the beneficiary's work conditions.

   The specific client engagement, and therefore, the specific Agreement, is not relevant to the beneficiary's eligibility for the H-1B status, because the beneficiary's role remains essentially the same regardless of the client to which the beneficiary has been assigned. As an employer of more than 35,000 full-time employees in North America, Cognizant is not dependent on any particular client assignment to pay our employees. Cognizant has a bona fide, full-time assignment available for the beneficiary. Given the highly specialized nature of our employees skills (addressed in the petition filing), the vast majority of reassignments do not involve any significant change in duties. However, every time there is a significant change in the employee's duties and/ or worksite location outside of the area of intended employment, Cognizant complies with all relevant requirements of U.S. immigration laws and makes all the necessary filings and/or notifications.

   Cognizant ensures that its H-1B employees are paid at least the LCA wage figure. Cognizant's pay system is complex. In addition to base salary, it includes guaranteed periodic payments throughout the year (some of the terms include "performance pay,"

"tru-pay," "miscellaneous," "COLA," among others). So, a single pay statement at a given time of year does not reflect the full guaranteed annual compensation. A stand-alone pay statement will not show other paid compensation in that year.

ALL COGNIZANT EMPLOYEES ARE MANAGED BY COGNIZANT MANAGERS

Cognizant exclusively and directly hires, pays, supervises, and otherwise controls the activities of all employees, including the beneficiary's, including all job duties and responsibilities, and, if Cognizant deems it necessary, will terminate the beneficiary's Cognizant employment. The beneficiary provides services to Cognizant as a direct employee of Cognizant exclusively, and functions at all times under the exclusive direction and control of Cognizant management. Indeed, Cognizant is among the 80% of U.S. businesses that permit employees to work remotely, e.g., from an employee's home and/ or a client worksite. Throughout Cognizant maintains its employer-employee relationship with all Cognizant employees, including those who may work remotely, such as the beneficiary, through the managerial control that Cognizant generally exerts over its employees. Such Cognizant supervisory control over employees encompass many levels, including hire/ fire, assignment deployment/ re-deployment, productivity, desired outcomes, and actual processes and tools. As well, Cognizant assumes all responsibilities of an employer, including the payment of wages, the withholding of payroll taxes, the payment of federal and state taxes for unemployment, and other similar legal requirements. In the course of controlling the work activities of employees, Cognizant managers use a multitude of communication media and tools, including reporting and meetings, in person or through technology, such as video conferencing, desktop video, VoIP, mobile phones, and instant messaging, as well as through Cognizant systems and tools. In short, the beneficiary's work and performance will be evaluated by a Cognizant manager, who in turn is also full-time employee of Cognizant.

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EVALUATION OF EDUCATION, TRAINING, AND EXPERIENCE

Name: **ROUT, Deepak Kumar**
Country: India

Degree: Bachelor of Technology
Institution: Biju Patnaik University of Technology
Dates: 2002-2006

Qualifying Training/Work Experience: Approximately Eight Years Five Months

Educational Equivalent in the United States:

BACHELOR OF SCIENCE DEGREE
WITH A DUAL MAJOR IN
MANAGEMENT INFORMATION SYSTEMS AND ENGINEERING

I offer this Evaluation of Education, Training, and Professional Experience on behalf of a representative of the above-referenced individual, Deepak Kumar Rout. As discussed herein, I find that Mr. Rout has attained the equivalent of a Bachelor of Science Degree, with a dual major in Management Information Systems and Engineering, based on his academic studies in engineering and his verified, letter-supported professional experience in the field of information systems.

I am providing this Evaluation of Education, Training, and Work Experience based on my experience as a professor and evaluator of foreign credentials, both as an adjunct instructor with the Department of Statistics and Computer Information Systems of Baruch College of the City University of New York, and as a professor with the School for Business of the Metropolitan College of New York. These Colleges are both accredited by the Middle States Association of Colleges and Secondary Schools, and both have programs for granting college-level credit based on a candidate's foreign educational credentials, training, and/or employment experience. As a professor and instructor, I teach courses in Computer Information Systems, Computer Applications for Management, and related subjects. Over the course of my career, I have cultivated a specialization in the application of computer technologies and operations to business,

and have conducted research in such areas as File and Data Base Management, Systems Software, Interactive Information Systems, and Systems Analysis and Design. As an evaluator, I am responsible for reviewing academic and experience qualifications in varying information system, technology, and business fields for applications for collegiate admissions. I have authority to grant college-level credit based on a candidate's foreign educational credentials, training, and/or employment experience in computer science, computer information systems, management information systems, business, and related fields. Due to my cross-disciplinary emphasis in IT and business (as an instructor for IT-related courses in a business school environment), I am particularly well-suited to issue opinions regarding credentials in Management Information Systems, as this academic field is indicative of the intersection of IT and business.

The following is an analysis and advisory evaluation of the academic credentials and work experience of Mr. Deepak Kumar Rout. This evaluation is based upon an analysis of Mr. Rout's employment experience, as well as his completion of a Bachelor of Technology Degree from Biju Patnaik University of Technology, in India. As discussed below, Mr. Rout has completed approximately eight years and five months of progressively responsible qualifying work experience in management information systems and related areas.

Enrollment in Biju Patnaik University of Technology is based on graduation from high school and competitive entrance examinations. The University is an accredited institution of higher education in India. Mr. Rout completed his studies at the School in 2006 and was awarded a Bachelor of Technology Degree, following the completion of the required academic coursework and passage of the required examinations, as given by the Faculty of the University. The Diploma and transcripts are evidence that he completed his course of studies at the University. Over the course of his enrollment, Mr. Rout completed prerequisite/general studies, as well as specialized studies in the field of Mechanical Engineering. His specialized curriculum included the study of Computer Programming, Advanced Machine Drawing, Application Software, Computer Graphics and other technology-related subjects. The nature of the courses and the credit hours involved indicate that he completed the equivalent of a Bachelor of Science Degree, with a major in Engineering from an accredited institution of higher education in the United States.

In addition to his university studies, Mr. Rout has completed approximately eight years and five months of bachelor's-level employment experience in management information systems, and related areas, characterized by increasingly advanced responsibility and complexity under the supervision of managers, and together with peers, at a bachelor's-level of practical experience. My conclusions concerning Mr. Rout's

professional history are based upon detailed letters of reference from his two former employers, as well as a detailed letter of reference from his current employer.

Mr. Rout began his documented career in the field of information technology in July, 2006 when he accepted a position as a developer with Satyam Computer Services, now known as Tech Mahindra. He served there until March, 2010. He was part of the onsite development team involved in delivering projects of varying levels of complexity within set timeframes. His work was chiefly concentrated in the financial and credit care sectors. He performed requirement gathering from business clients and created technical requirements documents from the business requirements documents. He performed architecture and design of needed solutions. He reviewed documentation developed by the offshore team, and presented it to the client. Mr. Rout created and enhanced Ab Initio graphs in support of the applications the team created. He coordinated with the offshore team for the entire software development life cycles.

From March, 2012 through July, 2012, Mr. Rout served in the relatively more advanced positon of a technology consultant and was primarily concerned with services for Hewlett-Packard Company Enterprise Systems. There, he developed and tested Ab Initio graphs and scaled up the performance of applications which dealt with high data volume. He assisted during data analysis and helped with compilation of functional specific documents, using functional specifications. He created source to target mappings for technical implementation, and provided issue analysis and enhancement creation. He reviewed work products with the team and client, incorporating feedback and enhancements.

Since July, 2012 and lasting through the present day, Mr. Rout has served as a senior Associate - Projects with Cognizant Technology Solutions and has assumed commensurately more sophisticated duties. He performs issue analysis and client-specified enhancements, designing new programs to solve problems. He is the single point of contact, coordinating onsite and offshore communications. He designs modules from scratch for data migration and metadata implementation. His role includes some more managerial aspects, including managing people and delivery, as well as resource management and conflict resolution.

The foregoing summarizes the work experience completed by Deepak Kumar Rout and specifies his responsibilities over a period of approximately eight years and five months of employment experience and training concentrated in management information systems and related areas. The responsibilities handled by Mr. Rout throughout his career are indicative of bachelor's-level coursework in management information systems, systems analysis and design, information technology, operating systems, database management systems, computer-aided design, computer information systems, and related

subjects.

As set forth above, Mr. Rout has completed approximately eight years and five months of work experience and training in positions of progressively increasing responsibility and sophistication, characterized by the theoretical and practical application of specialized knowledge under superiors, together with peers, with baccalaureate-level training in management information systems, and related areas. At the equivalency ratio of three years of work experience for one year of college training, promulgated by the United States Citizenship and Immigration Services of the United States Department of Homeland Security ("USCIS"), Mr. Rout completed, in time equivalence, at least two years (close to three) of the college-level training required in connection with the attainment of a bachelor's degree, in addition to his completion of a Bachelor of Technology Degree. Due to the concentrated nature of his work experience and training in management information systems and related areas, it is my opinion that Mr. Rout's background would be comparable to university-level training in management information systems.

Based on the reputation of Biju Patnaik University of Technology, the number of years of coursework, the nature of the coursework, the grades attained in the courses, and the hours of academic coursework, as well as approximately eight years and five months of professional training and work experience in management information systems, database management, and related areas, it is my judgment that Mr. Deepak Kumar Rout received the equivalent of a Bachelor of Science Degree, with a dual major in Management Information Systems and Engineering, from an accredited institution of higher education in the United States.

The foregoing is an opinion of the undersigned, prepared at the request of a representative of the above-referenced individual. This opinion is based on copies of the original documents provided by the candidate and represented to be authentic and true copies of the original documents; I have no reason to doubt the authenticity and accuracy of these documents.

Dated: December 15, 2014

Prof. Solomon Appel
Department of Statistics and Computer Information Systems, Baruch College/CUNY
School for Business, Metropolitan College of New York

For detailed statement of qualifications and experience of evaluator, see attached resume.

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6. Feagles, Shelley, ed. *A Guide to Educational Systems Around the World.* CD. Washington, DC: NAFSA: Association of International Educators. 1999 - 2008.

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DEPARTMENT OF STATISTICS

June 16, 2011

To Whom It May Concern:

This letter is written in order to confirm that Professor Solomon Appel is employed by Baruch College of the City University of New York (CUNY), and to confirm that he has gained experience in evaluating the foreign study, professional training, and work experience of prospective and existing students of the College, and making determinations regarding the granting of credit for such studies, training, and/or employment. CUNY and its member colleges are accredited by the Middle States Association of Colleges and Schools; the programs of the Zicklin School of Business (within Baruch College, where Prof. Appel teaches) are accredited by the Association to Advance Collegiate Schools of Business.

Prof. Appel is a faculty member in the program of Statistics and Computer Information Systems in the Zicklin School of Business of Baruch College of CUNY. He has taught courses at the undergraduate and graduate levels including, but not limited to, Operating System Principles, Principles of Database Management, Systems Operating System Concepts, Database Management Systems, Microcomputer Applications in Business, Introduction to Information Systems and Technologies, Problem Solving Techniques Using Microcomputers, and Advanced Microcomputer Programming. Additionally, he has gained extensive experience in the mechanisms by which credit is granted (for prior studies, transfer credits, experiential learning, and other appropriate qualifications), in computer information systems, computer science, management information systems, and other IT-related fields. The criteria for granting such credit are determined on a student-by-student basis; additionally, different CUNY departments observe different protocols in the granting of credit for work experience. As a result, CUNY and its member colleges do not publish standardized information regarding credit-for-experience procedures in a university-wide document, such as a course catalog. However, it should be noted that many policies of CUNY and its colleges are not delineated in a course catalog, despite the fact that they are actual policies of the University. The Course Catalog is designed to present information regarding courses and degree requirements, not document all policies of the University.

With the Zicklin School of Business, credit may be granted for work experience; for example, the School maintains internship programs which allow students to undertake work experience and thereby earn course credit in corresponding subjects or fields. The credit-for-experience mechanisms involves professors and instructors, such as Prof. Appel, who examine experiential records, information, presentations, and other such forms of evidence of the knowledge that has been gained through the experience, and then issue recommendations regarding the granting of

credit (based upon such factors as duration, complexity, correlation to particular subjects, etc.); and University administrators or registrars (who possess no special knowledge of, or insight into, the field that is being evaluated, but who are responsible for the granting of the credit in the student transcript). Professors such as Solomon Appel perform the actual analysis of the experience for which credit is granted, and are instrumental and indispensable to the credit-granting process.

Sincerely,

Phyllis Zadra
Associate Dean
Zicklin School of Business
Baruch College / CUNY

SOLOMON APPEL

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NEW YORK 11219 (718) 435-5415
solomon_appel@baruch.cuny.edu

EDUCATION:

New York University Graduate School of Business Administration - MBA
Joint major: Accounting and Computer Applications and Information Sciences

I. Thesis:
   a. Thesis I, b. Thesis II

II. Accountancy:
   a. Financial Accounting Policies, b. Financial Communications/External Reporting, c. Auditing, d. Accounting Information for Managerial Decision Making, e. Internal Reporting and Control, f. Accounting for Managerial Analysis and Control (passed exemption test)

III. Computer Applications and Information Sciences:
   a. File and Data Base Management, b. Systems Hardware and Software, c. Interactive Information Systems, d. Introduction to Systems Analysis and Design, e. Introduction to Computer Technology

IV. Business Related Courses:
   a. Legal Aspect of Labor Relations, b. Legal and Social Context of Business, c. Behavioral Science for Administrators, d. Quantitative Methods for Business Decisions, e. Problems in Financial Management, f. Marketing Concepts, g. Business Economics

Yeshiva University - Bachelor of Arts Major: Biology

SPECIAL SKILLS: Windows, Excel, Access, PowerPoint, Word, Visible Analyst, foreign and domestic academic credit evaluator for transfer students.

WORK EXPERIENCE:

- Baruch College, Department of Statistics and Computer Information Sciences, Adjunct Instructor, (Jan. 1997 - Present) Courses: Operating System Principles (grad.), Principles of Database Management Systems (grad.), Operating System Concepts, Database Management Systems I, Microcomputer Applications in Business I, Introduction to Information Systems and Technologies, Problem Solving Techniques Using Micro Computers, Operations Research, academic credit evaluator for foreign and domestic students.
- Metropolitan College of New York, School for Business, Professor, full time, (Jan.1989 - Present) Courses: Organizational Dynamics of International Business, Planning for Strategic Change, Financial Planning and Management, Technology and the Information Age, Constructive Action, Economic Philosophy, A Geographical Look at World Markets, Principles of Marketing, Macro and Micro Economics, Managing Change, Operations Management, Cost Accounting and Capital Budgeting, Productivity Tools, Political Processes, Money and Banking, Managerial Statistics, Business Reports and Presentations, Political Philosophy, Intermediate Accounting, Supervision Skills, Organizational Theory, Accounting, Managerial Communications, Business Values, Introduction to Management Data Processing, Quantitative Analysis for Business, Introduction to Values and Ethics, Research in Business, Introduction to Business and Management, Computer Applications for Management.
- Brooklyn College, Department of Business, Adjunct Instructor, (Sept. 1997 - Aug. 1999) Courses: Investment and Securities Markets, Corporate Financial Management, Elementary Macroeconomics, Fundamental Methods of Mathematical Economics I, Introduction to Economics and Business Statistics, Seminar in Finance, Business Policy Seminar, Introduction to Management.

HONORS:

New York University Graduate School of Business Administration Ph.D. Research Assistantship, New York State Regents Scholarship, Jewish War Veterans Scholarship, New York Post Office Employee's Union Scholarship, Yeshiva University Partial Scholarship, membership in International Pre-Medical Honor Society, Jerome Robbins Memorial Short Story Essay Writing Contest.

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EXPERT OPINION LETTER
Analysis of Professional Position / Positional Requirements

Position:	Manager (Computer Systems Analyst), Cognizant Technology Solutions U.S. Corp. ("Cognizant")
Degree Requirement:	Bachelor's Degree in a select group of directly related fields, such as, but not limited to, Information Technology; Software, Computer, Electrical or Electronic Engineering; Computer Applications; Computer Science; Instrumentation Sciences; Physics; Mathematics; Mechatronics; or a related sciences discipline

I. Introduction

I offer this opinion letter on behalf of Cognizant, a leading provider of information technology services and solutions, as an assessment of the minimum necessary hiring requirements for the company's position of "Manager (Computer Systems Analyst)". As discussed herein, this is an advanced, managerial occupation in the larger field of computer systems analysis, development, and provisioning. The holder of this position will apply advanced technology and scientific theories and methods specific to networks and/ or computer systems technology to analyze, design, code, and/ or modify customized application software and perform quality control and engineering. Further, the position-holder must be sufficiently well-trained in the overall computer systems analysis and development process to provide guidance to other Cognizant employees, resolve the myriad technical issues which may arise in the course of providing system deliverables, and spearhead the team-building required in meeting Cognizant's large-scale system engagements.

The given duties of the position (discussed in greater detail below) require the ability to apply the knowledge associated with the completion of bachelor's-level courses in computer science, information technology, information systems, systems analysis, electronic engineering, electrical systems engineering, instrumentation science, applied mathematics, mechatronics, and other technical subjects found in bachelor's program in these mentioned fields, or in related fields of the sciences. I therefore find that the position

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of Manager (Computer Systems Analyst) of Cognizant is a specialty occupation, entailing the day-to-day, theoretical and practical application of a body of highly specialized knowledge, and that the attainment of such a degree or its equivalent is a minimum requirement for entry into the occupation in the United States. Furthermore, I will discuss that the position is correctly encompassed within the "Computer Systems Analyst" classification of O*Net, and exemplifies a specialty-caliber occupation in this classification. Indeed, to be qualified to reasonably perform the duties of Manager (Computer Systems Analyst) of Cognizant requires the attainment of a baccalaureate or higher degree or its equivalent in the specialty occupation. Such a requirement completely accords with modern operating practices for a large global company, such as Cognizant, when hiring professional-level Computer Systems Analysts – especially at the managerial level. Indeed, there are multiple tiers of justification -- including the actual/specified job duties, industry standards for a company of the magnitude of Cognizant, reasonable expectations/requirements of Cognizant's global clientele, and managerial standing of the position -- for considering the position as a "specialty" occupation.

In this letter, I will evaluate the position in detail, and explain my finding that this position is a specialty occupation; explore the advanced industry standing of Cognizant, as a company with particular need for a specialty-trained individual in this Manager (Computer Systems Analyst) occupation; compare the position to the larger O*Net classification of a Computer Systems Analyst; and elaborate upon the relevance to the occupation of degrees not only in computing, IT, and software engineering, but also the relevant fields of electronic and electrical engineering, instrumentation sciences; physics; mathematics; mechatronics; and related sciences disciplines.

II. My Credentials

My qualifications to issue a judgment as to the specialty nature of this occupation are as follows: I am an accomplished researcher, professor (at Princeton University, in Princeton, New Jersey), and seasoned technology consultant. My many years of combined teaching, research, and consulting experience have provided me with insight into the nature of positions within the technology industry, and the correlation that exists between different levels of academic study and the ability to perform different functions in the field of computer systems analysis.

With regard to my academic background, I obtained my Bachelor of Science Degree from Princeton University (in the fields of Electrical Engineering and Computer Science), and then obtained Master of Science Degree and Ph.D. Degrees at Stanford University (in Computer Science, in the Computer Systems Laboratory, which was a

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laboratory shared by the Electrical Engineering and Computer Science departments). I am currently a Professor in the Computer Science Department of Princeton University. I have an advanced academic background and the ability to review an individual's qualifications and determine the degree to which his or her qualifications have prepared him or her for further study and/or professional employment.

With regard to my research experiences, they are plentiful. While in college, I participated as a Research Intern with IBM Research; I then served in roles as a Research Assistant and Research Associate at Stanford University, developing parallel scientific and engineering applications for research usage, and was invited to participate in the Stanford DASH/FLASH research groups. As an assistant professor, associate professor, and then (full) professor at Princeton, I have participated in numerous research committees, and pursued extensive research in parallel computer systems and applications and related areas. Further, I have served as Director of a multi-department, interdisciplinary program in Integrative Computer and Application Sciences, involving the research of the interrelation of computer science with other academic disciplines. Professionally, I have provided advisory research services to companies including Microsoft, the Intel Corporation, and Silicon Graphics.

Over the course of these professional experiences, including extensive research in information technology innovations and technologies, I have become familiar with the structures and operations of IT divisions within large multinational corporations, and have developed an in-depth understanding of the duties performed by different technical personnel (including Computer Systems Analysts); the distinctions between different classes and grades of Computer Systems Analyst position; and the particular hiring requirements specific to each of these positions. In acting as an advisor to graduating students, I have gained experience in assessing the academic and experiential requirements of different technology positions and the hiring standards observed and applied by business and technology service organizations. Furthermore, I have a long record (over ten years) as an independent consultant, writing Professional Position Positions for submission to the USCIS and other agencies. During this period, I have reviewed hundreds of occupations in order to determine whether the occupations were at the level of a specialty occupation, and (where the argument was appropriate, correct, and supportable) have then written position evaluations which, I understand, have been widely accepted by the reviewing agencies. From my perspective as a scholar, educator, and professional in the areas of computer science, engineering, and information systems, I believe that I am qualified to issue an opinion regarding the requirements for the subject position of "Manager (Computer Systems Analyst)" as held with Cognizant.

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III. The Position of Manager (Computer Systems Analyst) at Cognizant

As an initial matter, the position of "Computer Systems Analyst" -- which Cognizant internally designates as "Manager" -- is clearly a professional position in the information technology industry. Cognizant is a Fortune 500 global provider of information technology (IT) application development, IT consulting and business process services. The company has reported annual revenues in excess of $12 billion as of December 31, 2015, and $3.37 billion as of second quarter of 2016 (June 30, 2016). Cognizant among the world's leading technology services organizations. The company develops custom software solutions for enterprise business and works with clients to integrate these solutions within existing IT infrastructures – performing these services across multiple industry verticals on behalf of leading global corporations. In accord with these operations, Cognizant's important service contributors must have highly specialized expertise in a number of technical fields related to scientific and technical analysis, infrastructure design, implementation, and maintenance.

Most businesses strive to keep pace with evolving technology developments, and are currently embracing new intelligent automation, such as Robotic Process Automation (RPA) to achieve optimum performance, agility and competitive capabilities. To this end, Sumithra Gomatam, President of Cognizant's Global Process and Platform Solutions, and Matthew Smith, Assistant Vice President of Cognizant's Automation, Emerging Business Accelerators have opined: "In the digital era, speed is the new currency in business. Organizations need to address the fast-arriving enabling technologies, techniques and tools that will allow them to digitize their processes — and do so quickly. Embracing RPA may not be a one-size-fits-all solution for businesses. For example, tasks that rely on a significant amount of creativity or intelligence cannot easily be undertaken by a piece of software. Instead, business leaders should take the time to evaluate their business strategy and build plans to integrate RPA in ways that will help understand current and future opportunities to move forward." In short, Cognizant continues to be at the forefront with its innovative RPA solutions that serve as the framework to businesses automation journey.

Cognizant has created a whole host of internally developed and designed innovative products and platforms, including assetSERV™, B2B Conflux, CasKade, an assurance based learning solution, ClaimSphere™HEDIS®, Cloud Integration Brokerage, Cloud360, Cognizant OpimaWrite™, Cognizant S3P, Cspark Innovation Management Solution, fastest, GeoLocus, HealthActivate™, Interactive Exposure Map™, LifeEngage, MedVantage, Mobile Risk Assessment, ModelEye, OrderServ, SKUView, SmartTrials, Smaas, StarSERV™, targetSERV, TruMobi, WallSERV PHM, WorkPort, and ZKLC™ IT Knowledge Automation™. Cognizant is continuously

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innovating and driving next generation technology. Moreover, a key underlying foundation of Cognizant's differentiating services and operations is its internally developed Cognizant 2.0 and Mainspring platform, a proprietary web 2.0 based platform enabling knowledge sharing and collaboration across geographies to achieve foremost business growth and development. Hence, such unique technology solutions can only be designed, developed and enhanced for market use across industries by individuals within the Computer Systems Analyst specialty occupation.

The position of "Manager (Computer Systems Analyst)" concerns the development of the software solutions that form the core basis of Cognizant's global operations and enable the company to sustain and expand its competitive positioning in the field. As set forth in a description provided by the employer, the duties of the position require comprehensive engagement across the entire software development lifecycle by which custom software applications are planned, developed, aligned with client and user business requirements, integrated into client environments, and utilized in order to upgrade the client's operational capabilities. Indeed, the position does not just contribute to these functions, but also manages them. The position's assigned duties include (but are not necessary limited to) the following:

> *Use advanced technology and scientific theories and methods specific to IT systems technology to analyze, design, code, perform quality control and engineering, and/ or customize software. Confer with Cognizant's project management leaders to devise and, thereafter, oversee the implementation of customized solutions to achieve deliverables as well as engage in business development. Provide guidance to Cognizant's employees with respect to technical requirements and specifications as well as quality assurance and engineering. May be responsible for mentoring, coaching and managing professional Cognizant employees across geographies, spearheading team building, and/ or conducting employee appraisals. Other duties may include status reporting; guiding a development team; estimation, planning and execution with specific focus on requirement analysis and design; knowledge transfer and meeting deadlines; resolving technical problems; and/ or setting goals and providing performance feedback for subordinates, depending on assignments. May contribute to technology and/or business innovation, business growth, and ensure foremost customer satisfaction.*

These job duties are indicative of a professional position in the field of systems design and analysis, requiring expertise in the application of technology to advanced business and organizational processes, the design and/or enhancement of computer applications and solutions, the execution of full-cycle development and then client-based implementation procedures, and the provision of guidance to team members engaged in varying phases of computer systems analysis and development. Based on my review of

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the aforesaid job duties, I believe that this position of "Manager (Computer Systems Analyst)" requires a bachelor's degree in Information Technology; Software, Computer, Electrical or Electronic Engineering; Computer Applications; Computer Science; Instrumentation Sciences; Physics; Mathematics; Mechatronics, or a related sciences field, inasmuch as it is fully reasonable (and indeed a matter of necessity) for a company providing innovative software and technology integration consulting services for many of the world's leading companies to ensure that their managerial Computer Systems Analysts operate in an optimal fashion, and to therefore hire professionals who are able to bring to bear a bachelor's-level background to the duties of such an occupation. Furthermore, it is clear that the duties are of a highly professional and managerial nature and could not be properly performed without the benefit of such an academic background.

Generalized knowledge of the applicable technical, scientific, and operational concepts, alone, is not sufficient for a Manager (Computer Systems Analyst) to handle the functional requirements for the instant position at a company like Cognizant. Bachelor's-level training in a related technical field – such as Information Technology; Software, Computer, Electrical or Electronic Engineering; Computer Applications; Computer Science; Instrumentation Sciences; Physics; Mathematics; Mechatronics, or a related field -- allows an individual to collaborate effectively within the context of a team programming environment, as well as to analyze, code, test, and design the types of programs required in accordance with the advanced requirements of large global companies.

The position requires extensive use of several industry-leading applications and languages, and the analytical, quantitative, and conceptual knowledge (as would be gained via appropriate bachelor's study) to customize and deploy them. This requirement is evidenced by the wide ranging forms of development in which the incumbent will be called upon to participate, i.e. given the current broad constitution of Cognizant's client base and suite of provided software services. The job description thus requires a candidate who has obtained an appropriate bachelor's-level background, comprising concepts and techniques of advanced mathematics and algorithms, engineering, computer applications, computer science, computer information systems, IT, the technical sciences, electronic / electrical engineering, and related areas, and is trained to work in a wide range of varying technical formats and perform in-depth analyses of client technical and scientific requirements. Indeed, only an individual with such a background could effectively gauge the developmental feasibility and design specifications of the different types of computer systems, and facilitate usage via the ongoing implementation of modifications to meet changing user needs. Given the analytical and technical specifications of the position, it would be impractical to employ a Manager (Computer Systems Analyst) who lacks a bachelor's-level educational background (or higher) in a suitable field, or the equivalent.

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*IV. The Occupation of Manager is encompassed within the O*Net "Computer Systems Analyst" Classification*

As noted above, this Cognizant position comports appropriately with the definition of a Computer Systems Analyst. O*Net lists the following essential duties for the Computer Systems Analyst category[1]:

Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.

On the same page, O*Net also confirms that a Computer Systems Analyst may realize this analysis through developing and documenting system design and testing procedures; expanding or modifying systems; testing and monitoring computer programs and systems; and other duties performed as part of the larger process of full lifecycle software design and analysis.

These O*Net descriptions provides a general overview of the varying methods by which Computer Systems Analysts contribute to the analysis of data problems and requirements, and then use this analysis in contributing to or otherwise facilitating the development of computer systems that meet operational needs. The field of computer systems analysis is a broad and wide-ranging field that will require different contributions, depending upon the nature of the operations, business processes / problems, or data needs to be addressed. That said, I find the provided job description to be entirely consistent with the O*Net definitions. The holder of the position will manage advanced procedures of analysis, design, and implementation, in order to automate client business processes and functionalities by virtue of the application of custom software, systems, and/or technology. Put another way, the duties of this position are analytical in nature, and these analyses are focused on the definition of problems to be solved by a computer system, and on achieving the structure and function of a customized computer system to solve designated problems. Due to the focus on this position on applying analytical processes to the creation of a complex software system and other solutions, it is clear that the nature of this position fundamentally concerns computer systems analysis. The Cognizant job duties directly relate to Cognizant's core business operations, such as, but not limited to, project based application services, business and technology consulting, complex systems integration, application support services,

[1] http://www.onetonline.org/link/summary/15-1121.00

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business processing services, IT infrastructure and cloud services, digital strategy and marketing and operations solutions, and analytics, business intelligence, CRM, data warehousing, supply chain management, mobility, engineering and manufacturing solutions, enterprise resource planning, and quality and assurance engineering. As such, the proposed position is that of a Computer Systems Analyst.

It is also clear from the provided position description that the position of Manager is advanced, complex and professional in nature, and in keeping with a specialty-caliber Computer Systems Analyst position. According to the O*Net Summary Report for a Computer Systems Analyst, "most of these occupations require a four-year bachelor's degree, but some do not". As is the case with a majority of Computer Systems Analyst occupations – especially those operating at a managerial level, held with large international technology corporations servicing major clients, and working on custom computer systems of particular complexity and business impact – this position is certainly within the category of those requiring a four-year, relevant Bachelor's Degree.

V. The Specialty Nature of the Larger Cognizant Environment

Elaborating on this latter point concerning large international technology corporations, it should be noted that the operations of Cognizant comprise multiple global delivery centers, thousands of employees, and a roster of leading corporate (many of which operate multi-nationally) and governmental clients from around the world. Because of the importance of Computer System Analyst positions in the larger provisioning process that is used by Cognizant to meet the needs of clientele, it is incumbent upon the organization (in the interests of their internal managerial structures, team managers, shareholders, corporate partners, and corporate clients) to establish a specialty-level prerequisite for the position, and thereby ensure the hiring of a fully qualified candidate. The system projects executed by firms such as Cognizant are so broad in scale and scope – involving multiple offshore as well as onsite facilities, resources, utilities, technologies, and personnel – as to require a more stringent hiring standard. By the same token, the advanced operational, analytical, and technical duties of the position suggest a position that would be viewed as "specialty" at any tier of the larger IT industry. However, the fact that the position is held with an organization of the magnitude of Cognizant only serves to drive home the necessity of a bachelor's requirement.

Cognizant has appropriately identified the need for a minimum of a Bachelor's Degree level of education in its Computer System Analysts. Only employees with at least a Bachelor's level of education come into the company with a high level of

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technical and/or business skills and expertise, and the ability to further refine and hone these skills through Cognizant Academy and other on-the-job training opportunities.

Cognizant employees with an applicable technical or scientific background at the Bachelor's Degree (or equivalent) level are also better prepared to learn about IT specific delivery models, cost management strategies related to IT methodologies, portfolio strategies specific to IT innovations, customer bases, pricing models, IT sales and distribution strategies, customer service strategies using IT solutions for business efficiencies, marketing of IT strategies, financial and funding models, and IT research and development activities within a variety of industries. Cognizant's ability to deliver highly specialized technology solutions and business consulting to customers has gained international recognition. For example, Cognizant ranked 230 in Fortune 500 (June 2016), named in Newsweek's Top 100 Green Companies in the U.S. (June 2016), ranked #529 in Forbes Global 2000 (May 2016), named among the Forbes' America's Best Management Consulting Firms (May 2016), named among the Forbes' 25 Fastest Growing Public Tech Companies (April 2016), named Fortune's World's Most Admired Companies (February 2016), named among the Forbes' World's Most Innovative Companies of 2015 (August 2015), and named a "Leader" in the "The Forrester Wave™: Business Transformation Consultancies" (3rd Quarter 2015). As well, Cognizant was named to the "Winner's Circle" for Intelligent Automation in the new HfS Research Report (October 2016), and the Everest Group named Cognizant a "Leader" and Star Performer" in digital services (October 2016).

A recent example of Cognizant's innovative IT solutions includes its engagement with Standard Life to implement next generation IT infrastructure to support its business expansion in its investment and pensions and savings business for its current 4.4 million customers. Cognizant is supporting Standard Life in deploying a private cloud infrastructure across two data centers and migrating business services to the new infrastructure using end-to-end capabilities in implementing next generation agile IT infrastructure to respond to changing business requirements. The migration involves mainframe transaction platforms, online trading systems, telephony platforms, contract centers, and investment links. The new private cloud solution enables Standard Life to achieve more efficient time to market and capital investment, deploy a pay-per-use pricing model, and improve operational resilience of business application. Cognizant's single customized approach to strategic IT infrastructure enhances visibility and managing strategic IT infrastructure. This cloud-based infrastructure will provide Standard Life with a competitive advantage in the increasingly digitalized industry. Another example is Cognizant's innovative solution to gain better customer insight and improve omni-channel brand and shopping experiences in the retail, online and mobile sales channels for PetSmart, Inc., the largest specialty pet retailer in North America.

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Cognizant's customized IT solution uses master and analytics demographic, behavioral, interactional and transactional data to create custom profiles for pets and pet parents. This digital endeavor builds an integrated, single view of customers and their pets to enhance PetSmart's ability to provide customers with consistent and relevant products and services, and improve the brand experience. Cognizant is employing its MDM-in-a-box™ solution with industry specific data models and other unique features for a single view of the entire data landscape.

Another key example of Cognizant's innovative IT solutions is its modernization and transformation of Kern Health Systems (a managed care health plan) technology infrastructure and operations using Cognizant's deep healthcare and technology consulting expertise coupled with TriZetter's, a Cognizant company, software. Cognizant's TriZetto QNXT Enterprise Core Administration Platform effectively manages more members, meets changing Medicaid requirements and improves patient and provider experiences. The TriZetto QNXT platform is one of the most widely deployed software platforms supporting Medicaid Managed Care Organizations in the U.S.

These innovative IT solutions and accolades would not have been possible if Cognizant did not seek out talented individuals with advanced technical/analytical duties (like the Computer System Analyst), possessing a Bachelor's Degree (or equivalent) in a related field. Cognizant and its business partners rely heavily on individuals with this level of education to perform a variety of "specialty occupations" that require a combination of theoretical and practical specialized knowledge not exhibited by individuals without a Bachelor's Degree.

With the above in mind, it is instructive to examine some of the specific internal operating protocols, delivery mechanisms, and/or organizational structures that differentiate the services of Cognizant from other service-providers in the IT and business consulting field – providing the company with its competitive advantage and enabling the realization of the core global business and service model – but that could not be adequately realized were the company not able to staff its key contributory positions with "specialty-level" professionals (holders of a bachelor's degree, or the equivalent, in a relevant field). In facilitating the necessary real-time collaboration among the above-referenced facilities, resources, utilities, technologies, and personnel, Cognizant uses "Cognizant 2.0", a highly flexible Web-based delivery platform that enables globalized (yet virtual) collaboration among different internal units – for example, via knowledge-sharing, necessary integration of business and technology procedures, and access of business as well as technical artifacts (among other internal intellectual properties and assets) useful to a particular industry segment or application – while also figuring into the

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real-time processes by which project deliverables are provided to the client. A virtual network of this nature requires a consistency of service and quality among all contributory elements (much as a chain is only as strong as its weakest link) and could not be realized or leveraged, in the manner required by Cognizant, without the ability to apply specialty-level knowledge and ability across all key components and facets of the network. The instant occupation clearly will be relied upon a source of specialty-level knowledge and expertise within the context of a virtual delivery and collaborative network of the nature of Cognizant 2.0.

Another element of the Cognizant service model that clearly requires uniformity of excellence in service, and the ability to draw upon specialty-level resources in multiple areas of operation (including the area represented by the instant occupation), is in the company's dedication to Digital transformation, which includes robotics and a Cloud-based service approach. Cloud computing entails the delivery of applications (typically business-related) over the Internet, with the software and data stored on servers. Users "rent" the services, paying either a subscription fee or usage fee. For a client of Cognizant, cloud-computing represents the opportunity for peer-to-peer sharing of larger-scale information, and the opportunity for collaborative projects, or common-based peer production. Examples of widely accessed Cloud methodologies that use peer-to-peer sharing include Linux, the computer operating system; Wikipedia, the online encyclopedia; and OpenStreetMap, a free map of the world. In the particular case of Cognizant, the company offers proprietary Cloud methodologies including Software-as-a-Service (SaaS), Infrastructure-as-a-Service (IaaS), Platform-as-a-Service (PaaS), or Business Process-as-a-Service (BPaaS). Cognizant's real-time business processes and (Cloud-based) service transformations could not be realized without the contributions of Computer System Analysts and other professionals who possess the specialty background necessary to perform in a rigorous, innovative Cloud computing environment. Cognizant's most recent initiative "The Robot and I" incorporates how new digital technologies are making smart people and businesses smarter by automating certain transactions. Its teams of professionals have completed research that establishes that when applied to automating core business processes, robotics can extend the creative problem solving capabilities and deliver superior business results.

The above are just a few examples of the larger, proprietary service structures of Cognizant which at once (a) define the company as a cutting-edge, truly globalized provider of business transformation and consulting, and information technology products and services; and (b) require the contribution of specialty-level professionals in key developmental and analytical posts, especially at the Manager level. In a larger sense, it is also true that the large businesses and organizations comprising Cognizant's client base must, in accord with generally-accepted modern standards and operating practices,

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contract professional-level specialists and analysts from IT firms (to develop contracted software systems and/or manage processes of analysis and integration); the end-client would certainly look to ensure that the holder of this particular occupation possess a specialty background.

Cognizant's business is distinctly different from an organization that supplements in-house information technology departments of other companies; Cognizant is not an organization involved in labor-for-hire. Instead, Cognizant drives business transformation using next generation technologies, creates and develops sophisticated, customized software solutions that enable the company's clients to achieve operating efficiencies and business growth in globally competitive fields. Cognizant focuses particularly upon the highly regulated healthcare, financial services, and manufacturing and logistics sectors. Engagements in these and other critical sectors are substantially managed by individuals at the Computer System Analyst level, and the Computer System Analyst must demonstrate a specialty level of knowledge in order to contribute to the process in a reliable and effective manner. This is especially true when the position is designated as a Manager, and holds the type of higher-level managerial responsibilities indicated in the above-quoted job description.

VI. The Appropriate Fields of Study for a Manager (Computer Systems Analyst)

The position is defined as specialized in nature not just because the position requires a bachelor's background, but because the position requires a background in a relevant field. The applicability of bachelor's-level backgrounds in Information Technology, Software or Computer Engineering, Computer Applications or Computer Science is clear and direct; indeed, such academic programs are designed to prepare students for career in computer programming and systems analysis. Furthermore, it is an industry standard to require and/or accept a bachelor's background in electronic engineering, electrical engineering, or other closely related engineering discipline, for a specialty position in the programming field. The study of Electronic Engineering and Electrical Engineering is closely related to the study of Computer Science and Computer Engineering. Indeed, these fields of Engineering serve as a fundamental academic underpinning for the study of Computer Science. These fields include many of the same concepts and academic principles. Many courses completed in these disciplines of Engineering include the use of computers and involve the study of principles of computer science. The study of Electronic Engineering and Electrical Engineering, among other related disciplines of applied engineering, involves concepts of Computer Science, Computer Programming, Computer Networks, Microprocessors, Data Communication, Engineering, and Mathematics.

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Electronic Engineering and Electrical Engineering deal with behavior and capacity of electronic devices, equipment, and systems – as utilized for generating power, exchanging data or information, or enabling the automation of certain engineered processes. Given this point of emphasis, electronic and electrical engineers operate extensively within system environments, studying automatic control elements and signal processing technologies, and processes of interactive dynamics at a component/subsystem level. It is in this emphasis upon system environments and processes that the commonality between electronic engineering and computer science/systems is based (and evidenced, incidentally, in the duties and specifications of the instant position at Cognizant).

Electronic and Electrical Engineering curricula commonly include courses in subjects that are either (a) directly focused in or (b) heavily influenced by the field of computer science and automated systems. These curricula typically include courses in Computer Techniques, Advanced Computer Techniques and Applications, Industrial Instrumentation, Microprocessor Techniques, Computer Programming, Electronic Devices and Circuits, Digital Techniques, Automatic Control Systems, Power Electronics, Control Systems, and related subjects. (In lieu of courses with these actual titles, some Electronic Engineering or Electrical Engineering curricula will involve courses which require an in-depth application of concepts and techniques of these same subject areas.) Because of the applicability of such subject areas (and the overall field) to studies or employment in computing, degrees in electronic and electrical engineering are often required by information technology firms as a prerequisite for the assumption of programming and system analyst positions (particularly those positions that include an emphasis upon process analysis, systems functionality testing, systems design, and/or the accordant correlation of automated functionalities and system dynamics to operational processes). Further, the presence of such concepts and subject areas within electronic / electrical engineering curricula evidence the common theoretical underpinnings that unite the field with computer science.

The average academic program in Electronic Engineering or Electrical Engineering will generally include multiple courses which may be cross-listed among academic departments dedicated to the provision of computational education, such as Computer Science or Computer Engineering departments. The Computer-oriented component that is inevitably found in any modern-day program in Electronic Engineering or Electrical Engineering provides an unambiguous framework for understanding the close relationship that exists between the fields of computer science and these engineering fields, and (moreover) would obviously correlate to the specifications of a computer systems or programming position, providing a specialist with the technical expertise required in the overall design and testing of software applications. Furthermore,

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Electronic Engineering and Electrical Engineering curricula contain other courses and areas of research emphasis which may be said to exist at the intersection, conceptually as well as functionally, of the study of Electronic Engineering and Computer Science.

It is also true that on a professional level, the large-scale software systems designed by programmers bear many conceptual and functional features in common with the multi-tier electronic systems studied by modern-day electronic engineering and electrical engineering students. The systems-oriented research that is performed within these engineering programs would be directly applicable to the research undertaken in a computing program, or to the work performed by a programmer or computer systems analyst in a commercial setting. Relative to other engineering disciplines, the study of electronic engineering and electrical engineering involves concepts and practical techniques of particular relevance to computer science, computer programming, electronics, engineering, and mathematics. The particular engineering education that is gained via the pursuit of a Bachelor's Degree in the electronic engineering and electrical engineering disciplines would enables an individual to pursue focused, graduate-level study in computer science, or to work in the computing industry as a programmer or computer systems analyst (responsible to analyze and design advanced programs and prototypes, and to apply advanced mathematical modeling techniques to the conversion of data into a format suitable for computerized processing).

Given these factors, it is a general practice within academia to view the fields of electronic engineering / electrical engineering and computer science as being substantially related, and within the professional field of information technology for firms to require as a prerequisite that individuals hired as programmers or system analysts possess at least a bachelor's-level degree in electronic engineering or electrical engineering (in addition to requiring degrees in computer science, computer engineering, or other closely related fields). In other words, because computer science and electronic / electrical engineering are related as academic fields, it is appropriate for employers of professional development positions to require not only a degree in the traditional IT/information system disciplines, but also a Degree in Electronic Engineering or Electrical Engineering, given the shared curricular emphasis and common underpinnings between the fields.

The relevance of bachelor's study in Instrumentation Sciences is clear given the fact that Cognizant focuses heavily on the manufacturing and logistics sectors. Accordingly, the study of information science or technology (which involves coursework in such subjects as electronics, metrology, instrumentation and control systems, digital systems and microcontrollers, programmable logic control, hydraulics and pneumatics, electrical power distribution and programming for instrumentation) would provide directly relevant expertise. Indeed, instrumentation and control engineering is often

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viewed as a sub-specialty of the broader field of Electronic Engineering, which (as discussed in depth above) is a common industry requirement for positions of this nature. Similarly, Mechatronics is a relatively new discipline that combines many of the skills of a mechanical engineer with those of a computer engineer and an electrical engineer so as to prepare graduates to design "intelligent" products and systems (including automated manufacturing solutions involving robotics, programmable controllers and integrated systems). Programs in this field include such subjects as logic design fundamentals, processor architecture and assembly language programming, electronics, digital systems design, computer interface circuits, computer hardware, manufacturing processes, process control, machine design, programmable logic controllers, industrial programming & networking, power electronics, digital applications, computer numerical control, and computer aided design & manufacturing. The relevance of these subject areas to the design and optimization of manufacturing systems (a key area of focus for Cognizant) is direct and unambiguous. In addition, the study of both Instrumentation Science and Mechatronics involves a substantial component of electronic engineering, programming, networking, logic design and systems engineering coursework, which would provide a suitable foundation for a computer systems analysis position in virtually any area of applied practice (i.e. in projects for the healthcare or financial services clients that Cognizant serves).

It is also appropriate (and fully accordant with industry-standard practice) to require a Degree in Mathematics or Physics as the foundational academic requirement for a position of this nature. The fields of Physics and Mathematics teach algorithmic methodologies and modeling techniques that are shared with the field of computer science and that are particularly crucial for positions that must analyze client requirements and then convert analytical conclusions (via algorithmic method) into specifications for assigned computer systems. Further, the use of computer simulation technologies is increasingly prevalent in physics and mathematics programs, providing students in these scientific fields with the opportunity to actually utilize many of the same tools and platforms that are studied in academic computer science programs, and that are deployed in commercial development industry. The process of resolving problems associated with the use of software for scientific as well as commercial purposes is one for which a background in concepts and theories of physics and mathematics would be particularly useful. The fields of Physics and Mathematics share several key features and underpinnings with Computer Science, and the analytical and quantitative knowledge gained through study in these scientific fields provides an excellent foundation, both practically and theoretically, for employment in computational employment positions.

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By way of elaboration, the academic study of Mathematics includes an emphasis on the design and implementation of stochastic and mathematical models for analyzing, understanding, and executing complex operational functions in the context of differential equations. These models can be subsequently deployed within the professional realm in connection with operations in a wide range of disciplines and subject areas, including biology, the natural sciences, and computer science. Furthermore, the field of Mathematics teaches the use of algorithms for converting diverse forms of data into a quantifiable context, and for understanding the dynamics of complex numerical systems. Degree programs in Mathematics (along with certain other select quantitative disciplines) are viewed within academia as well as professional industry as "related", by a reasonable conceptual as well as functional standard, to programs in Computer Science, and appropriate for positions like the Manager (Computer Systems Analyst) position. The complex dynamics of numeric systems, a staple of academic study of Mathematics, correlates to the manner in which computerized components and information systems interrelate within multi-tiered automated environments. Furthermore, the algorithms and models taught in programs in applied mathematics and related fields play a key role in computer programming procedures. These and other related analytical tools are deployed toward the conversion of data from project specifications, problems, and procedures into an automated format suitable for the creation and modification of computer programs – all functions that will be performed by the Manager (Computer Systems Analyst).

The academic study of Physics, among other related fields in the physical or technical sciences, is also related to the study of computer science, particularly as taught in today's technology-laden life-science departments. This close relationship is vividly evinced by the computer-oriented project and research work performed by students in today's Physics programs. Moreover, the fields (of computing and physics) share a common quantitative and analytical emphasis, teaching the skills necessary to assess and integrate modular elements (including constants and variables, restrictions, alternatives, conflicting objectives, and numerical parameters), as are in turn required in constructing operational models and algorithmic approaches to problem-solving (and as are required in both the research of physics, and the study of computer science and development of computational solutions). Graduates of programs in both Physics and Computer Science show a strong numerical foundation and ability in algorithmic modeling, and are capable not only of the rigorous gathering and application of research data, but also of the development and modification of the tools and models utilized in the synthesizing and usage of data conclusions. These conclusions, in turn, provide the foundation for problem-solving, whether realized (for example) via the development of a program or application in Computer Science, or the creation of an equation that resolves dynamic interactions in Physics.

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Even when a program in Mathematics or Physics does not involve extensive study of computing or pronounced use of computational tools or methods, the program will still almost always involve a substantial mathematical, quantitative, and data-driven application that provides an appropriate foundation of knowledge and skill for ensuing study and/or employment in IT-related fields, such as the position of Manager (Computer Systems Analyst). As discussed above, these fields involve extensive use of numerical systems for performing in-depth calculations, gathering and sifting through different streams of data, and executing simulations. The key unifying feature of these Degree programs is that the programs teach students how to measure, quantify, and describe numerical or data-oriented systems (with the system(s) of relevance to be determined by the particular sub-discipline in which the student is studying). While completing coursework across different math, or physics disciplines, students in these fields learn how to evaluate data from multiple perspectives, and gain the ability to perform high-level mathematics, prepare advanced simulations and automations, and think about complex, quantifiable data using different mental frameworks. This skill is invaluable in the IT field as a means of anticipating and resolving operational problems and developing steps or sequences that can be executed in the context of a computer program in order to produce a particular automated result. This problem-solving skill is particularly applicable to the duties of the Manager (Computer Systems Analyst) position.

As described above, the subject position requires that the candidate have a bachelor's-level education background in a select group of directly related fields, such as, but not limited to, Information Technology; Software, Computer, Electrical or Electronic Engineering; Computer Applications; Computer Science; Instrumentation Sciences; Physics; Mathematics; Mechatronics; or a related sciences discipline. The job duties required for the position necessitate that an individual be familiar with theoretical and academic concepts in the courses that comprise curricula in these areas. These concepts typically are taught in bachelor's-level classes in computer science, information systems, information technology, computer-aided design, systems development, computer programming, mathematics, technical science, physics, operating systems, electrical/electronic engineering, systems engineering, network administration, calculus, logic design, processor architecture, assembly language programming, electronics, digital systems design, computer interface circuits, computer hardware, manufacturing processes, process control, machine design, programmable logic controllers, industrial programming & networking, power electronics, digital applications, computer numerical control, instrumentation and related subjects. I believe that it is a general, industry-standard practice for companies of the profile and stature of Cognizant to hire a "Manager (Computer Systems Analyst)" who possesses a bachelor's-level background in such a field. Furthermore, based on my teaching in this field at the collegiate-level and on

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the job placement patterns of our graduating students and recruitment of employers nationwide, I note that it is a common industry practice for firms in the global technology industry (such as Cognizant) to hire or contract professional/specialty-level Computer Systems Analysts. Universities granting four-year degrees in computing, information technology, and related science and engineering disciplines devote their programs of study to prepare graduates for precisely such careers.

VII. Conclusion

In conclusion, I believe that it is a general practice within the field of systems development and analysis, and business consulting services provision, for a firm of the size and nature of Cognizant to hire a "Manager (Computer Systems Analyst)" with a bachelor's degree in a select group of directly related fields., such as, but not limited to, Information Technology; Software, Computer, Electrical or Electronic Engineering; Computer Applications; Computer Science; Instrumentation Sciences; Physics; Mathematics; Mechatronics; or a related sciences discipline. The educational requirements of the position, calling for a minimum of a baccalaureate degree; job duties of the proffered position; managerial standing of the position; and overall nature of the Cognizant environment mark the position as a "specialty occupation" requiring a bachelor's degree (or the equivalent) in a relevant technical or scientific field. Furthermore, the position is consistent with the larger classification of a Computer Systems Analyst, as defined by O*Net, and carries appropriate requirements for a specialty-caliber position within this classification.

Date: November 28, 2016

Sincerely,

Professor J.P. Singh
Computer Science Department
Princeton University

Jaswinder Pal Singh

Department of Computer Science
Princeton University, Princeton, NJ 08544

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New York, NY 10001

EDUCATION

Stanford University. Ph.D. in Electrical Engineering, 1993.

Stanford University. M.S. in Electrical Engineering, 1989.

Princeton University. B.S. in Electrical Engineering and Computer Science, 1987, summa cum laude.

RESEARCH INTERESTS

• Boundary of applications and high-performance (parallel/distributed) systems, with interest in both. Includes development of effective parallel and distributed applications on many high-performance platforms, and studying the implications of these applications for the design of multiprocessor architectures, programming models and software systems. Interdisciplinary, collaborative research in this area.

• Electrical and electronics engineering

• Computer architecture and design

• Scalable Internet applications, services and infrastructure.

• Systems software, architecture, and programming environments for parallel and distributed systems.

• Solving problems on parallel and distributed systems; recent focus in biology, medicine and internet services.

• Benchmarking and performance evaluation methodology for high-performance computing.

Ph. D. Dissertation: Parallel Hierarchical N-body Methods and their Implications for Multiprocessors.

EXPERIENCE

7/99 – present Associate Professor, Computer Science Department, Princeton University. Research, teaching, and participation in committees, including evaluation of domestic and international candidates for admission.

9/99 – present Director, Program in Integrative Computer and Application Sciences (PICASso), a multi-department, university-wide interdisciplinary program at the boundary of computer science and a broad range of application sciences.

5/02 – present Evaluation of international candidates for equivalence to domestic bachelors and masters degrees in Computer Science and Engineering, Electrical Engineering, Electronics Engineering, and other areas of science and engineering, for recommendation to the United States Government.

3/99 – present Consultant, NOAA Geophysical Fluid Dynamics Laboratory. Aiding in the shift from vector to parallel computing, and in the procurement of a large parallel computing and analysis infrastructure.

1/99 Consultant, Microsoft Inc.

2/95 – 6/99 Assistant Professor, Computer Science Department, Princeton University. Research, teaching, and participation in committees, including evaluation of domestic and international candidates for admission. Performing research in parallel computer systems and applications. Focus on (i) scalable multiprocessing in both the shared address space and message passing paradigms, including studying the programming and performance tradeoffs between the two, (ii) understanding how shared address space abstractions might be supported using commodity parts, and how applications might be restructured for such systems, and (iii) the use of high-performance computing in biology, medicine, cosmology and computer graphics. Advising several Ph.D. students in these areas.

2/93 - 1/95 Research Associate, Stanford University. Leading the parallel applications effort in the Stanford DASH/FLASH research groups, and studying the implications of these applications for the design of multiprocessor software and hardware systems. Evaluating performance of real and simulated systems, and developing methodologies for the above. Expanding the SPLASH suite of parallel applications to SPLASH-2. Advising several Ph.D. students.

1995 Consultant, Intel Corporation.

2/93 – 2/95 Consultant, Silicon Graphics, Inc., Mountain View, CA. Studying the implications of application characteristics for the design of future generations of multiprocessors. Setting up infrastructure for the above. Teaching a six-week course on parallel computing.

10/87 – 2/93 Research Assistant, Stanford University. Developing parallel scientific and engineering applications and studying their implications for parallel processing systems, software and architecture. Studying the scaling of applications and architectures. Creating and distributing the SPLASH suite of parallel applications.

6/88 – 8/88 Research Intern, IBM Research, Hawthorne, New York. Developed a model of uniprocessor workload behavior and applied it to predicting cache miss rates.

HONORS

- *Presidential Early Career Award for Scientists and Engineers (PECASE)*, 1997. Awarded to twenty young scientists and engineers in the United States selected from all areas of science/engineering by the National Science Foundation.
- *Sloan Research Fellowship*, 1997. Awarded to about 10 young computer scientists every year.
- Paper selected for journal publication from the International Conference on Supercomputing, 1999.
- Paper selected for Journal of Computational Biology from the RECOMB computational biology conference, 1998.
- Paper selected for journal publication from the Symposium on Parallel Algorithms and Architectures, 1996.
- Paper selected for journal publication from the Symposium on Parallel Algorithms and Architectures, 1996.
- Paper nominated for Best Student Paper Award for Supercomputing'97.
- Two papers selected among best 5 submitted to the Intl. Symposium on Computer Architecture (1992 and 1993), one of them as "Impact Paper" for the Federated Computer Research Conferences, 1993.
- *Summa cum laude*, Princeton University. Princeton University Undergraduate Scholarship.
- Member of Phi Beta Kappa, Tau Beta Pi and Sigma Xi since 1987.

TEACHING

Fall 99	Scalable Internet Services and Infrastructure, graduate course at Princeton University.
Fall 95 – 98	Introduction to Programming Systems, sophomore course at Princeton University (4 times)
Spring 95 – 98	Parallel Computer Architecture and Programming, graduate course at Princeton University (3 times)
8/95	Instructor, Parallel Computer Architecture, Western Institute in Computer Science, Stanford, CA.
4/93 – 6/93	Instructor, Distributed Shared Address Space Multiprocessing, a 6-week course on scalable parallel computing (hardware and software) for advanced engineers and researchers at Silicon Graphics Inc.
4/91 – 6/91	Project Advisor and Lecturer, Stanford University. CS 315B: Parallel Programming Project. Defined and closely advised three projects that produced realistic parallel applications.
4/90 – 6/90	Teaching Assistant and Lecturer, Stanford University. CS 315B: Parallel Programming Project. Defined and closely advised projects that produced realistic parallel applications in a 10-week course.
1/90 – 1/95	Project Advisor, Stanford University. EE 391: Special Studies in Electrical Engineering. Defined and guided projects to introduce graduate students into research in parallel processing.

Ph.D. DISSERTATIONS SUPERVISED

- Cheng Che Chen, Stanford University. Protein Structure Determination in the Presence of Uncertainty: Algorithms and Parallelism, 1999. With Russ Altman (Stanford Medical School).
- Steven Cameron Woo, Stanford University. Integrating Block Data Transfer in Cache-coherent Multiprocessors. 1997. With John Hennessy. Currently at Rambus, Inc.
- Angelos Bilas, Princeton University. Using Network Interfaces to Accelerate Software Shared Memory, 1998. Currently on faculty at University of Toronto.
- Liviu Iftode, Princeton University. Shared Virtual Memory using Automatic Update, 1998. With Kai Li. Currently on faculty at Rutgers University.
- Chris Holt, Stanford University. Application and Architectural Bottlenecks in Distributed Shared Memory Multiprocessors, expected 2000. Currently at Transmeta, Inc.
- Alexander Kozlov, Stanford University. Probabilistic Inference in Belief Networks: Algorithms and Parallelism, 1998. With John Hennessy and later Daphne Koller. Currently at Silicon Graphics, Inc.

Others in progress (Dongming Jiang, Steven Kleinstein, Rudrojit Samanta, Paul Martino, Yefim Shuf, Hongzhang Shan, all at Princeton).

PROGRAM COMMITTEES

SIGMETRICS Conference on Measurement and Modeling of Computer Systems, 2000
International Parallel Processing Symposium, 2000
Workshop on Languages and Compilers for Parallel Computing, 2000
International Parallel Processing Symposium, 1999, Program Vice-Chair for Architecture
Symposium on Principles and Practice of Parallel Programming (PPoPP), 1999.
International Parallel Processing Symposium, 1998.
International Conference on Parallel Processing, 1998.
International Workshop on Parallel Data Mining, 1998.
CANPC Workshop, 1998.
Symposium on Parallel Algorithms and Architectures, 1997.
International Conference on Supercomputing, 1997.
International Symposium on Computer Architecture, 1995.

INVITED EXTERNAL EVALUATIONS

Program Evaluator for the nationwide ARTES/PAMP research programs of the Swedish Government, 1999.
External Evaluator for faculty hiring for the Uppsala University, Sweden, 2000.

INVITED PRESENTATIONS

• Indian Institutes of Technology, TECHFEST, January 2000.
• Siemens Laboratories, January 2000.
• SIAM Conference on Parallel Processing, March 1999.
• New York University, February 1999.
• State Univeristy of New York, 1998.
• Panel on "Future of Workstation Clusters and MPPs" at the Intl. Conf. on High Performance Computer Architecture (HPCA)'98.
• Panasonic Laboratories, 1998.
• DOE Princeton Plasma Physics Laboratory, 1998.
• University of California at Berkeley, 1997.
• AT&T Bell Laboratories, 1997.
• Institute for Mathematical Analysis, plenary presentation in Workshop on Parallel Algorithms, September 1996.
• Panel on "Distributed Shared Memory Architectures", ICCD'96.
• Panel on "Future of Distributed Shared Memory", ARPA PI Meeting, February 1996.
• University of Toronto, April 1995.
• SIAM Conference on Parallel Processing for Scientific Computing, February 1995.
• CS/Astronomy and CS Seminars, University of Washington, Seattle, WA., April, 1994.
• NAS New Technologies Seminar, NASA Ames, CA, July 6, 1993.
• Computer Systems Seminar, University of Washington, Seattle, WA. April 13, 1993.
• Computer Science/Astronomy Seminar. University of Washington, Seattle, WA. April 13, 1993.

PROFESSIONAL ORGANIZATIONS

The Association for Computing Machinery.
The Institute of Electrical and Electronics Engineers, Inc.
Phi Beta Kappa, Tau Beta Pi, Sigma Xi

Cognizant

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February 14 , 2017

United States Citizenship and Immigration Services
USCIS Service Center

Re: Deepak Kumar Rout

Dear Officer:

I offer this letter to detail the conditions of the direct employment of Deepak Kumar Rout by Cognizant Technology Solutions U.S. Corporation ("Cognizant"), which has filed an H-1B petition with the U.S. Citizenship and Immigration Services ("USCIS") on his behalf.

Employment With Cognizant

When Cognizant employees are placed at a Cognizant client's worksite, the Client is not in any way their employer. At all times, Cognizant remains the sole and direct employer, and has control over the work of our employees. It is Cognizant that selects which of its employees will conduct work activities at a Client's worksite, determines what activities those employees will perform, and directly supervises and controls the work of those employees. At all times, Cognizant is responsible for paying salaries, benefits, and expenses for those employees, and the Client does not employ those individuals nor does the Client in any way function as their employer.

The Performance Management Process at Cognizant is a structured formal interaction between an employee and his manager. This process includes evaluating performance against set objectives and competencies applicable for that role, providing performance feedback, identifying development needs and setting goals for the future. The on-going performance communication takes place between the employee and that employee's manager, which results in a performance rating for the employee. Deepak Kumar Rout will be evaluated by me, Ashish Dubey, Assoc. Director - Projects of Cognizant, for this assignment. The objective of the Performance Management Process is to fuel the success of Cognizant and its employees.

Cognizant is among the 80% of U.S. businesses that permits employees to work remotely, e.g., from an employee's home and/ or a client worksite. Throughout Cognizant maintains its employer-employee relationship with all Cognizant employees, including those who may work remotely, through the managerial control that Cognizant generally exerts over its employees. Such Cognizant supervisory control over employees encompass many levels, including hire/ fire, assignment deployment/ re-deployment, productivity, desired outcomes, and actual processes and tools. As well, Cognizant assumes all responsibilities of an employer, including the payment of wages, the withholding of payroll taxes, the payment of federal and state taxes for unemployment, and other similar legal requirements. In the course of controlling the work activities of employees, Cognizant managers use a multitude of communication media and tools, including reporting and meetings, in person or through technology, such as video conferencing, desktop video, VoIP, mobile phones, and instant messaging, as well as through Cognizant systems and tools.

Deepak Kumar Rout's work activities will include:

- He works as a Technology Architect at client location and involves himself in the analysis of issues and enhancements and requirements specified by client to come up with the necessary solution. On approval of suggestion by the client he deigns new programs needed for solving the problem and prepares the documentation for the same.

- He is the single point of contact and coordinates onsite and offshore communications and involves in the requirement gathering for new enhancements.

- Completely responsible for the application (Workday HR and HR DW) he supports and all the DDE enhancements, BAU issues, defects and proof of concept of next gen technologies.

- Designs modules from scratch for data migration, metadata implementations for application team which involves tools like Ab Initio, shell scripting, databases.

- Develops test beds for automation testing increasing accuracy and efficiency during unit testing and system testing for the project.

- Migrates applications to production environment working through the release management process.

- Conducts peer review in design and coding phases.

- Responsible for tracking the overall end to end deliveries of all the projects he is assigned to ensure no delivery slippage in meeting the timelines.

Cognizant's practice of entering into MSAs, and other contractual agreements that are under the governance of the relevant MSA, with our clients is premised on a host of business and legal concepts. Many of these business and legal considerations serve as the underlying basis for a validity period of the agreement, which may not be representative of the full length or duration of our client relationship and Cognizant's provision of services. Indeed, most of our short term agreements entered into under the governing MSA are renewed subsequent to negotiations between our clients and Cognizant, either prior to or after the expiration of the existing short term agreement. One consideration for Cognizant limiting the validity of a customer agreement is risk of payment default, specifically bankruptcy where a court could require that Cognizant continue to provide services if our agreement is in effect on the date the of bankruptcy petition filing. Another example involves a warranty that begins only once the specified phase of the work is completed whereas a longer duration agreement would essentially extend the warranty to the interim services which is not commercially reasonable for Cognizant.

Please feel free to contact me for additional information. Thank you.

Sincerely,

Ashish Dubey

Ashish Dubey
Assoc. Director - Projects
8042990852

Cognizant
211 Quality Circle
College Station, TX 77845
Phone +1 (979) 691-7700
Fax +1 (979) 691-7750
www.cognizant.com

February 18, 2017

United States Citizenship and Immigration Services
USCIS Service Center

Re: Mr. Deepak Kumar Rout

Dear Officer:

We offer this letter to detail the conditions of the intended U.S. direct employment of Mr. Deepak Kumar Rout by Cognizant Technology Solutions US Corporation ("Cognizant"), which has filed an H-1B petition with the U.S. Citizenship and Immigration Services ("USCIS") on his behalf.

Mr. Deepak Kumar Rout has been continuously employed full-time, 40 hours per week, by Cognizant in a specialty, professional occupation in the U.S. Mr. Deepak Kumar Rout's present guaranteed annual compensation is $98,516.00.

Cognizant exclusively and directly hires, pays, supervises, and otherwise controls the activities of all employees, including Mr. Deepak Kumar Rout, including all job duties and responsibilities, and, if Cognizant deems it necessary, will terminate Mr. Deepak Kumar Rout's Cognizant employment.Mr. Deepak Kumar Rout, as full-time employee of Cognizant in the U.S., will receive standard employee benefits, which include:

- Health Insurance
- Life and Accidental Death and Dismemberment Insurance
- 401(k) Retirement Savings Plan
- Employee Stock Purchase Plan
- Paid Time Off for Illness
- Workers Compensation Benefits
- Disability Benefits
- Time off, such as, but not limited to, vacation and holidays

Moreover, in order to continue to fuel the success of Cognizant, and attract and retain excellent employees, Cognizant's performance management program is mandatory for all employees, and is used to evaluate employees in a fair and equitable manner based upon demonstrated job performance, and inaccordance with our Equal Employment Opportunity policy. Through this Cognizant employee performance management program, Mr. Deepak Kumar Rout receives

frequent and meaningful feedback, and supported growth development in a learning culture. After year-end appraisals, Mr. Deepak Kumar Rout may become eligible for performance based variable compensation. We attach relevant portions of Cognizant's employee handbook to further document the employee benefits, and overview of Cognizant's performance management program.

When Cognizant employees, such as Mr. Deepak Kumar Rout, are placed at a Cognizant client's worksite, a client is not in any way their employer. To be clear, Mr. Deepak Kumar Rout provides services to Cognizant as a direct employee of Cognizant exclusively, and functions at all times under the exclusive direction and control of Cognizant management. It is Cognizant that selects which of its employees will conduct work activities at a client's worksite, determines what activities those employees will perform, and directly supervises and controls the work of those employees. At all times, Cognizant is responsible for paying salaries, benefits, and expenses for those employees, and clients do not employ those individuals, nor do clients in any way function as their employer.

Please feel free to contact me for additional information.

Thank you.

Sincerely,

Sameer Gokhale

Senior Manager - HR

U.S. Customs and Border Protection
Securing America's Borders

Most Recent I-94

Admission (I-94) Record Number : 12404130985
Most Recent Date of Entry: 2016 September 26
Class of Admission : H1B
Admit Until Date : 04 / 11 / 2017
Details provided on the I-94 Information form:

Last/Surname :	ROUT
First (Given) Name :	DEEPAK KUMAR
Birth Date :	1985June02
Passport Number :	M9842757
Country of Issuance :	India

Get Travel History

- Effective April 26, 2013, DHS began automating the admission process. An alien lawfully admitted or paroled into the U.S. is no longer required to be in possession of a preprinted Form I-94. A record of admission printed from the CBP website constitutes a lawful record of admission. See 8 CFR § 1.4(d).
- If an employer, local, state or federal agency requests admission information, present your admission (I-94) number along with any additional required documents requested by that employer or agency.
- Note: For security reasons, we recommend that you close your browser after you have finished retrieving your I-94 number.

OMB No. 1651-0111
Expiration Date:01/31/2017

For inquiries or questions regarding your I-94, please click here

Accessibility | Privacy Policy

U.S. Department of Labor

Employment and Training Administration
Office of Foreign Labor Certification
Atlanta National Processing Center
Harris Tower
233 Peachtree Street, Suite 410
Atlanta, GA 30303

JUN 27 2016

June 22, 2016

COGNIZANT TECHNOLOGY
SOLUTIONS US CORPORATION
c/o Brian M. Schwartz

ETA Case Number: A-16078-86322
Foreign Worker's Name: DEEPAK KUMAR ROUT
Occupation Title: Software Developers, Applications
Occupation Code: 15-1132
Priority Date: March 21, 2016

Dear COGNIZANT TECHNOLOGY SOLUTIONS US CORPORATION,

The United States Department of Labor has made a determination on your Application for Permanent Employment Certification (ETA Form 9089) pursuant to Departmental regulations at 20 CFR §656.24 and as required by the Immigration and Nationality Act, as amended.

Form ETA 9089 has been certified and is enclosed. This certification must be attached to the I-140 petition and filed with the appropriate office of the United States Citizenship and Immigration Services.

Sincerely,

PERM Certifying Officer

Enclosure(s): ETA Form 9089

Department of Homeland Security
U.S. Citizenship and Immigration Services

RECEIVED NOV 23 2016

I-797, Notice of Action

UNITED STATES OF AMERICA

RECEIPT NUMBER		CASE TYPE
SRC-16-904-37415		I140 IMMIGRANT PETITION FOR ALIEN WORKER
RECEIPT DATE September 23, 2016	**PRIORITY DATE** March 21, 2016	**PETITIONER** COGNIZANT TECHNOLOGY SOLUTIONS
NOTICE DATE November 18, 2016	**PAGE** 1 of 1	**BENEFICIARY** A209 263 287 ROUT, DEEPAK KUMAR

COGNIZANT TECHNOLOGY SOLUTIONS
C/O JOHN WINTERS IMMIGRATION SPECIALIS
211 QUALITY CIRCLE
COLLEGE STATION TX 77845

Notice Type: Approval Notice
Section: Mem of Profession w/Adv Deg,or of Exceptn'l Ability Sec.203(b)(2)

The above petition has been approved. The petition indicates that the person for whom you are petitioning is in the United States and will apply for adjustment of status. He or she should contact the local USCIS office to obtain Form I-485, Application for Permanent Residence. A copy of this notice should be submitted with the application, with appropriate fee, to this Service Center. Additional information about eligibility for adjustment of status may be obtained from the local USCIS office serving the area where he or she lives, or by calling 1-800-375-5283.

If the person for whom you are petitioning decides to apply for a visa outside the United States based on this petition, the petitioner should file Form I-824, Application for Action on an Approved Application or Petition, to request that we send the petition to the Department of State National Visa Center (NVC).

The NVC processes all approved immigrant visa petitions that require consular action. The NVC also determines which consular post is the appropriate consulate to complete visa processing. It will then forward the approved petition to that consulate.

The approval of this visa petition does not in itself grant any immigration status and does not guarantee that the alien beneficiary will subsequently be found to be eligible for a visa, for admission to the United States, or for an extension, change, or adjustment of status.

THIS FORM IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.

The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO) at the Small Business Administration. The ONO assists small businesses with issues related to federal regulations. If you are a small business with a comment or complaint about regulatory enforcement, you may contact the ONO at www.ombudsman.sba.gov or phone 202-205-2417 or fax 202-481-5719.

NOTICE: Although this application/petition has been approved, USCIS and the U.S. Department of Homeland Security reserve the right to verify the information submitted in this application, petition and/or supporting documentation to ensure conformity with applicable laws, rules, regulations, and other authorities. Methods used for verifying information may include, but are not limited to, the review of public information and records, contact by correspondence, the internet, or telephone, and site inspections of businesses and residences. Information obtained during the course of verification will be used to determine whether revocation, rescission, and/or removal proceedings are appropriate. Applicants, petitioners, and representatives of record will be provided an opportunity to address derogatory information before any formal proceeding is initiated.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

TEXAS SERVICE CENTER
US CITIZENSHIP & IMMIGRATION SVCS
P.O. BOX 851488-DEPT A
MESQUITE TX 75185-1488
Customer Service Telephone: (800) 375-5283

THE UNITED STATES OF AMERICA

RECEIPT NUMBER		CASE TYPE I129
EAC-11-016-50484		PETITION FOR A NONIMMIGRANT WORKER
RECEIPT DATE October 22, 2010	PRIORITY DATE	PETITIONER SATYAM COMPUTER SERVICES LTD
NOTICE DATE January 5, 2011	PAGE 1 of 1	

MICHAEL F. HAMMOND
HAMMOND LAW GROUP LLC
441 VINE STREET 3200 CAREW TOWER
CINCINNATI OH 45202

Notice Type: Approval Notice
Class: H1B
Valid from 01/05/2011 to 10/31/2013

The above petition has been approved, and notification has been sent to the listed consulate. You may also send the tear-off bottom part of this notice to the worker(s) to show the approval. Please contact the consulate with any questions about visa issuance. THIS FORM IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.

Petition approval does not authorize employment. When the workers are granted status based on this petition they can then work for the petitioner, but only as detailed in the petition and for the period authorized. Please contact the IRS with any questions about tax withholding.

If circumstances change, the petitioner can file Form I-824 to have us notify another consulate of this approval. If any of the workers are already in the U.S. the petitioner can file a new Form I-129 to seek to change or extend their status based on this petition. Changes in employment also require a new petition. Include a copy of this notice with any other required documentation.

If any of the worker(s) included in this petition do not actually enter the United States, substitutions of different workers are not made, the petitioner must notify this office so the allocated nonimmigrant visa numbers can be re-used.

The approval of this visa petition does not in itself grant any immigration status and does not guarantee that the alien beneficiary will subsequently be found to be eligible for a visa, for admission to the United States, or for an extension, change, or adjustment of status.

Number of workers: 1

Name	DOB	COB	Class	Consulate or POE	OCC Code
ROUT, DEEPAK KUMAR	06/02/1985	INDIA	H1B	KOLKATA	030

Please see the additional information on the back. You will be notified separately about any other cases you filed.

U.S. CITIZENSHIP & IMMIGRATION SVCS
VERMONT SERVICE CENTER
75 LOWER WELDEN STREET
SAINT ALBANS VT 05479-0001
Customer Service Telephone: (800) 375-5283

Form I797B (Rev. 09/07/93)N

Please tear off portion below and forward it to the alien worker.

The alien may use this portion when applying for a visa at an American consulate abroad, or if no visa is required, when applying for admission to the U.S.

Receipt#: EAC-11-016-50484 Case Type: I129
Notice Date: January 5, 2011 Petitioner: SATYAM COMPUTER SERVICES LTD
Petition Validity Dates: 01/05/2011 through 10/31/2013 Number of Workers: 1

Name	DOB	COB	Class	Consulate or POE	OCC Code
ROUT, DEEPAK KUMAR	06/02/1985	INDIA	H1B	KOLKATA	030

THE UNITED STATES OF AMERICA

RECEIPT NUMBER		CASE TYPE I129 PETITION FOR A NONIMMIGRANT WORKER
EAC-12-107-51056		
RECEIPT DATE March 8, 2012	PRIORITY DATE	PETITIONER HP ENTERPRISE SVCS LLC (A HEWLETT
NOTICE DATE May 2, 2012	PAGE 1 of 2	BENEFICIARY ROUT, DEEPAK KUMAR

KATHY A KHOL
FRAGOMEN DEL REY BERNSEN & LOEWY LLP
2121 TASMAN DR
SANTA CLARA CA 95054

Notice Type: Approval Notice
Class: H1B
Valid from 05/02/2012 to 03/05/2015
Consulate:

The above petition and extension of stay have been approved. The status of the named foreign worker(s) in this classification is valid as indicated above. The foreign worker(s) can work for the petitioner, but only as detailed in the petition and for the period authorized. Changes in employment or training may require you to file a new Form I-129 petition. Since this employment or training authorization stems from the filing of this petition, separate employment or training authorization documentation is not required. Please contact the IRS with any questions about tax withholding.

The petitioner should keep the upper portion of this notice. The lower portion should be given to the worker. He or she should keep the right part with his or her Form I-94, *Arrival-Departure Record*. The I-94 portion should be given to the U.S. Customs and Border Patrol when he or she leaves the United States. The left part is for his or her records. A person granted an extension of stay who leaves the U.S. must normally obtain a new visa before returning. The left part can be used in applying for the new visa. If a visa is not required, he or she should present it, along with any other required documentation, when applying for reentry in this new classification at a port of entry or pre-flight inspection station. The petitioner may also file Form I-824, *Application for Action on an Approved Application or Petition*, to request that we notify a consulate, port of entry, or pre-flight inspection office of this approval.

The approval of this visa petition does not in itself grant any immigration status and does not guarantee that the alien beneficiary will subsequently be found to be eligible for a visa, for admission to the United States, or for an extension, change, or adjustment of status.

THIS FORM IS NOT A VISA NOR MAY IT BE USED IN PLACE OF A VISA.

The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO)

Please see the additional information on the back. You will be notified separately about any other cases you filed.

U.S. CITIZENSHIP & IMMIGRATION SVCS
VERMONT SERVICE CENTER
75 LOWER WELDEN STREET
SAINT ALBANS VT 05479-0001
Customer Service Telephone: (800) 375-5283

Form I797A (Rev. 10/31/05)N

PLEASE TEAR OFF FORM I-94 PRINTED BELOW, AND STAPLE TO ORIGINAL I-94 IF AVAILABLE

Detach This Half for Personal Records

Receipt# EAC-12-107-51056
I-94# 369377040 25
NAME ROUT, DEEPAK KUMAR
CLASS H1B

VALID FROM 05/02/2012 UNTIL 03/05/2015

PETITIONER: HP ENTERPRISE SVCS LLC (A HEWLETT
19483 PRUNERIDGE AVE MS4206
CUPERTINO CA 95014

369377040 25

Receipt Number EAC-12-107-51056
United States Citizenship and Immigration Services

I-94
Departure Record

Petitioner: HP ENTERPRISE S

14. Family Name		
ROUT		
15. First (Given) Name		16. Date of Birth
DEEPAK KUMAR		06/02/1985
17. Country of Citizenship		
INDIA		

Form I-797A (Rev. 10/31/05) N

Department of Homeland Security
U.S. Citizenship and Immigration Services

CTSA20120718TNK1017

I-797A, Notice of Action

THE UNITED STATES OF AMERICA

RECEIPT NUMBER		CASE TYPE
EAC-12-194-51702		I129 PETITION FOR A NONIMMIGRANT WORKER
RECEIPT DATE: July 5, 2012	PRIORITY DATE	PETITIONER: COGNIZANT TECH SOLUTION US CORP
NOTICE DATE: July 13, 2012	PAGE: 1 of 2	BENEFICIARY: ROUT, DEEPAK KUMAR

COGNIZANT TECH SOLUTION US CORP
C/O KIMBERLY CHADWICK IMMIGRATION SPC
500 FRANK W BURR BLVD STE 50
TEANECK NJ 07666

Notice Type: Approval Notice
Class: H1B
Valid from 07/23/2012 to 03/14/2015
Consulate:

The above petition and extension of stay have been approved. The status of the named foreign worker(s) in this classification is valid as indicated above. The foreign worker(s) can work for the petitioner, but only as detailed in the petition and for the period authorized. Changes in employment or training may require you to file a new Form I-129 petition. Since this employment or training authorization stems from the filing of this petition, separate employment or training authorization documentation is not required. Please contact the IRS with any questions about tax withholding.

The petitioner should keep the upper portion of this notice. The lower portion should be given to the worker. He or she should keep the right part with his or her Form I-94, *Arrival-Departure Record*. The I-94 portion should be given to the U.S. Customs and Border Patrol when he or she leaves the United States. The left part is for his or her records. A person granted an extension of stay who leaves the U.S. must normally obtain a new visa before returning. The left part can be used in applying for the new visa. If a visa is not required, he or she should present it, along with any other required documentation, when applying for reentry in this new classification at a port of entry or pre-flight inspection station. The petitioner may also file Form I-824, *Application for Action on an Approved Application or Petition*, to request that we notify a consulate, port of entry, or pre-flight inspection office of this approval.

The approval of this visa petition does not in itself grant any immigration status and does not guarantee that the alien beneficiary will subsequently be found to be eligible for a visa, for admission to the United States, or for an extension, change, or adjustment of status.

THIS FORM IS NOT A VISA NOR MAY IT BE USED IN PLACE OF A VISA.

The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO)

Please see the additional information on the back. You will be notified separately about any other cases you filed.

U.S. CITIZENSHIP & IMMIGRATION SVCS
VERMONT SERVICE CENTER
75 LOWER WELDEN STREET
SAINT ALBANS VT 05479-0001
Customer Service Telephone: (800) 375-5283
Form I797A (Rev. 10/31/05)N

PLEASE TEAR OFF FORM I-94 PRINTED BELOW, AND STAPLE TO ORIGINAL I-94 IF AVAILABLE

Detach This Half for Personal Records

Receipt# EAC-12-194-51702
I-94# 369377040 25
NAME ROUT, DEEPAK KUMAR
CLASS H1B

VALID FROM 07/23/2012 UNTIL 03/14/2015

PETITIONER: COGNIZANT TECH SOLUTION US CORP
500 FRANK W BURR BLVD STE 50
TEANECK NJ 07666

369377040 25

Receipt Number EAC-12-194-51702
United States Citizenship and Immigration Services

I-94
Departure Record

Petitioner: COGNIZANT TECH

14. Family Name	
ROUT	
15. First (Given) Name: DEEPAK KUMAR	16. Date of Birth: 06/02/1985
17. Country of Citizenship: INDIA	

Department of Homeland Security
U.S. Citizenship and Immigration Services

CTS RCVD 03/10/2015

I-797A, Notice of Action

THE UNITED STATES OF AMERICA

RECEIPT NUMBER		CASE TYPE
EAC-15-057-52048		I129 PETITION FOR A NONIMMIGRANT WORKER
RECEIPT DATE: December 23, 2014	PRIORITY DATE	PETITIONER: COGNIZANT TECH SOLNS US CORP
NOTICE DATE: March 5, 2015	PAGE: 1 of 2	BENEFICIARY: ROUT, DEEPAK KUMAR

COGNIZANT TECH SOLNS US CORP
C/O 343412-TIFFANY C EDWARDS IMMIGRATI
211 QUALITY CIRCLE
COLLEGE STATION TX 77845

Notice Type: Approval Notice
Class: H1B
Valid from 03/14/2015 to 04/11/2017
Consulate:

The above petition and extension of stay have been approved. The status of the named foreign worker(s) in this classification is valid as indicated above. The foreign worker(s) can work for the petitioner, but only as detailed in the petition and for the period authorized. Changes in employment or training may require you to file a new Form I-129 petition. Since this employment or training authorization stems from the filing of this petition, separate employment or training authorization documentation is not required. Please contact the IRS with any questions about tax withholding.

The petitioner should keep the upper portion of this notice. The lower portion should be given to the worker. He or she should keep the right part with his or her Form I-94, *Arrival-Departure Record*. The I-94 portion should be given to the U.S. Customs and Border Patrol when he or she leaves the United States. The left part is for his or her records. A person granted an extension of stay who leaves the U.S. must normally obtain a new visa before returning. The left part can be used in applying for the new visa. If a visa is not required, he or she should present it, along with any other required documentation, when applying for reentry in this new classification at a port of entry or pre-flight inspection station. The petitioner may also file Form I-824, *Application for Action on an Approved Application or Petition*, to request that we notify a consulate, port of entry, or pre-flight inspection office of this approval.

The approval of this visa petition does not in itself grant any immigration status and does not guarantee that the alien beneficiary will subsequently be found to be eligible for a visa, for admission to the United States, or for an extension, change, or adjustment of status.

THIS FORM IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.

The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO)

Please see the additional information on the back. You will be notified separately about any other cases you filed.
U.S. CITIZENSHIP & IMMIGRATION SVCS
VERMONT SERVICE CENTER
75 LOWER WELDEN STREET
SAINT ALBANS VT 05479-0001
Customer Service Telephone: (800) 375-5283
Form I797A (Rev. 10/31/05)N

PLEASE TEAR OFF FORM I-94 PRINTED BELOW, AND STAPLE TO ORIGINAL I-94 IF AVAILABLE

Detach This Half for Personal Records

Receipt# EAC-15-057-52048
I-94# 211700556 30
NAME ROUT, DEEPAK KUMAR
CLASS H1B

VALID FROM 03/14/2015 UNTIL 04/11/2017

PETITIONER: COGNIZANT TECH SOLNS US CORP
211 QUALITY CIRCLE
COLLEGE STATION TX 77845

211700556 30

Receipt Number EAC-15-057-52048
United States Citizenship and Immigration Services

I-94
Departure Record

Petitioner: COGNIZANT TECH

14. Family Name	
ROUT	
15. First (Given) Name: DEEPAK KUMAR	16. Date of Birth: 06/02/1985
17. Country of Citizenship: INDIA	

इस पासपोर्ट में 36 पृष्ठ हैं। This passport contains 36 pages.

भारत गणराज्य REPUBLIC OF INDIA

टाईप / Type: P

राष्ट्र कोड / Country Code: IND

पासपोर्ट नं. / Passport No.: M9842757

उपनाम / Surname: ROUT

दिया गया नाम / Given Name(s): DEEPAK KUMAR

राष्ट्रीयता / Nationality: INDIAN

लिंग / Sex: M

जन्मतिथि / Date of Birth: 02/06/1985

जन्म स्थान / Place of Birth: BHUBANESWAR ODISHA

जारी करने का स्थान / Place of issue: WASHINGTON DC

जारी करने की तिथि / Date of issue: 12/04/2016

समाप्ति की तिथि / Date of Expiry: 11/04/2026

Deepak Rout

P<INDROUT<<DEEPAK<KUMAR<<<<<<<<<<<<<<<<<<<<<<

M9842757<6IND8506025M2604114<<<<<<<<<<<<<<<6

CANADA BORDER SERVICES AGENCY
3G16
Lacolle
01 JL 2016
AGENCE DES SERVICES FRONTALIERS DU CANADA

CANADA

ISSUED AT / DÉLIVRÉ À: CPC-OTTAWA
DATE OF ISSUE / DATE D'ÉMISSION: 22/04/2016
EXPIRY DATE / DATE D'EXPIRATION: 10/04/2026
No. OF ENTRIES / Nº D'ENTRÉES: MULTIPLE
DOCUMENT No. / Nº DU DOCUMENT: E727629585
CATEGORY / CATÉGORIE: V-1
VISITOR
SURNAME / NOM DE FAMILLE: ROUT, DEEPAK KUMAR
GIVEN NAME / PRÉNOM
PASSPORT No. / Nº DU PASSEPORT: M9842757
PERSON(S) / PERSONNE(S): ONE
C. REC. / REC. F.: FPC
CBN: 93460450
PROPERTY OF THE GOVERNMENT OF CANADA / PROPRIÉTÉ DU GOUVERNEMENT DU CANADA

C113647332

10/04/20

ROUT, DE

M9842757

V<CANROUT<<DEEPAK<KUMAR<<<<<<<<<<<<<<
M9842757<6IND8506025M2604103E7276295

DEPARTMENT OF HOMELAND SECURITY • U.S. CUSTOMS AND BORDER PROTECTION
ADMITTED
BOS
SEP 26 2016
Class
Until
11 Apr 2017
04
7326

विविध सेवा / MISCELLANEOUS SERVICE

टिप्पणी / OBSERVATION

पिता / कानूनी अभिभावक का नाम / Name of Father / Legal Guardian

DILLIP KUMAR ROUT

माता का नाम / Name of Mother

LATIKA MANJARI ROUT

पति या पत्नी का नाम / Name of Spouse

ANURADHA MOHANTY

पता / Address

11838 CHASE WELLESLEY DRIVE

APT 432 HENRICO

VA 23233 USA

पुराने पासपोर्ट का नं. और इसके जारी होने की तिथि एवं स्थान / Old Passport No. with Date and Place of Issue

F7244410 08/05/2006 BHUBANESWAR

फाईल नं./File No.

USAW00421216 OLD PPT CLD AND RETURNED

इसके द्वारा, भारत के राष्ट्रपति के नाम पर, उन सब से जिनका इस बात से सरोकार हो, यह प्रार्थना की जाती है कि वे वाहक को बिना रोक-टोक, आजादी से आने-जाने दें, और उसे/उसको को ऐसी सहायता और सुरक्षा प्रदान करें जिसकी उसे आवश्यकता हो।

THESE ARE TO REQUEST AND REQUIRE IN THE NAME OF THE PRESIDENT OF THE REPUBLIC OF INDIA ALL THOSE WHOM IT MAY CONCERN TO ALLOW THE BEARER TO PASS FREELY WITHOUT LET OR HINDRANCE, AND TO AFFORD HIM OR HER, EVERY ASSISTANCE AND PROTECTION OF WHICH HE OR SHE MAY STAND IN NEED.

भारत गणराज्य के राष्ट्रपति के आदेश से दिया गया
BY ORDER OF THE PRESIDENT OF THE REPUBLIC OF INDIA

SAMPLE

PASSPORT OFFICE * BHUBANESWAR *

ए.टि.मुर्ती/A.T.MURTHY
पासपोर्ट अधिकारी
Passport Officer
भुवनेश्वर/Bhubaneswar

1

भारत गणराज्य REPUBLIC OF INDIA

टाईप /Type	राष्ट्रीय कोड /Country Code	पासपोर्ट नं. /Passport No.
P	IND	F7244410

उपनाम /Surname
ROUT

दिये गये नाम /Given Names
DEEPAK KUMAR

राष्ट्रीयता /Nationality	लिंग /Sex	जन्मतिथि /Date of Birth
INDIAN	M	02/06/1985

जन्म स्थान /Place of Birth
BHUBANESWAR,ORISSA

जारी करने का स्थान /Place of Issue
BHUBANESWAR

जारी करने की तिथि /Date of Issue	समाप्ति की तिथि /Date of Expiry
08/05/2006	07/05/2016

Deepak Kumar Rout

P<INDROUT<<DEEPAK<KUMAR<<<<<<<<<<<<<<<<<<<<<<
F7244410<9IND8506025M1605077<<<<<<<<<<<<<<<<4

बांग्लादेश, पाकिस्तान और यूरोप के अन्य सभी देश (राष्ट्रकुल की स्वतंत्र सरकारों को छोडकर) और उत्तर अमेरिका, जापान, न्युझीलंड और ऑस्ट्रोलिया को छोडकर परदेशगमन के लिए जांच आवश्यक

Emigration Check Required (ECR) except for Bangladesh, Pakistan all countries in Europe (Excluding Commonwealth of Independent States (CIS)), North America, Japan, New-Zealand and Australia."

उत्प्रवास दर्जा:
Emigration Status

उत्प्रवास जांच आवश्यक नहीं।
Emigration Check Not Required (ECNR)

PASSPORT OFFICE BHUBANESWAR

ए.टि.मुर्ती/A.T.MURTHY
पासपोर्ट अधिकारी
Passport Officer
भुवनेश्वर/Bhubaneswar

इस पासपोर्ट में 36 पृष्ठ हैं। /This passport contains 36 pages.

IMMIGRATION INDIA
A2-338
02 FEB 2014
ARRIVAL
IGI AIRPORT, NEW DELHI
A338

CANADA BORDER SERVICES AGENCY
30186
Lansdowne
24 JL 2015
AGENCE DES SERVICES FRONTALIERS DU CANADA

CANADA BORDER SERVICES AGENCY
30186
Lansdowne
17 OC 2015
AGENCE DES SERVICES FRONTALIERS DU CANADA

11

वीज़ा / VISAS

CANADA

ISSUED AT / DÉLIVRÉ À	DATE OF ISSUE / DATE D'ÉMISSION	EXPIRY DATE / DATE D'EXPIRATION
CPC-OTTAWA	24/06/2015	06/05/2016

No. OF ENTRIES / N° D'ENTRÉES	DOCUMENT No. / N° DU DOCUMENT
MULTIPLE	E726572698

CATEGORY / CATÉGORIE	
V-1	VISITOR

SURNAME / NOM DE FAMILLE, GIVEN NAME / PRÉNOM
ROUT, DEEPAK KUMAR

PASSPORT No. / N° DU PASSEPORT	PERSON(S) / PERSONNE(S)
F7244410	ONE

C. REC. / REC. F.	
FPC	93460450

CBN PROPERTY OF THE GOVERNMENT OF CANADA PROPRIÉTÉ DU GOUVERNEMENT DU CANADA

C0688705 61

06/05/2016
ROUT, DEEPAK KUMAR
F7244410

V<CANROUT<<DEEPAK<KUMAR<<<<<<<<<<<<<<
F7244410<9IND8506025M1605066E7265726

वीज़ा / VISAS

10

IMMIGRATION INDIA
D3-050
13 JUN 2015
DEPARTURE
NSC AIRPORT, KOLKATA

DEPARTURE
NSC AIRPORT, KOLKATA

DEPARTURE
NSC AIRPORT, KOLKATA

VISA

UNITED STATES OF AMERICA

Issuing Post Name
KOLKATA

Control Number
20110295260001

Surname
ROUT

Given Name
DEEPAK KUMAR

Visa Type /Class
R H1B

Passport Number
F7244410

Sex
M

Birth Date
02JUN1985

Nationality
IND

Entries
M

Issue Date
01FEB2011

Expiration Date
31OCT2013

Annotation
0111

C9786738

*

PN-SATYAM COMPUTER SERVICES LTD
P#-EAC-11-016-50484

PED-31OCT2013

VNUSAROUT<<DEEPAK<KUMAR<<<<<<<<<<<<<<<<<<<<<<

F7244410<9IND8506025M1310317H8CLC03ZWI052186

ADMITTED NYC FEB 12 2011 Class Until

MUMBAI IMMIGRATION C.S.I. AIRPORT 11 FEB 2011 (C-28) DEP

MUMBAI IMMIGRATION C.S.I. AIRPORT 20 JAN 2013 ARR

IMMIGRATION INDIA A087 ARRIVAL 21 MAY 2015 NSCBI AIRPORT, KOLKATA

IMMIGRATION AUSTRALIA
20 MAR 2010
DEPARTED AUSTRALIA
SYDNEY AIRPORT 3661

DEP
18 FEB 2013
MUMBAI IMMIGRATION
C.S.I. AIRPORT
(C-30)

IMMIGRATION INDIA
03 MAR 2014
BENGALURU AIRPORT
DEPARTURE
DZ-069

ADMITTED
FEB 18 2013
MAR 04 2014
Class
Until
13

H1B
14 MAR 2015

VISA

UNITED STATES OF AMERICA

Issuing Post Name
KOLKATA

Control Number
20130308240001

Surname
ROUT

Given Name
DEEPAK KUMAR

Visa Type /Class
R H1B

Passport Number
F7244410

Sex
M

Birth Date
02JUN1985

Nationality
IND

Entries
M

Issue Date
31JAN2013

Expiration Date
14MAR2015

1011

Annotation

F9547010

*

PN-COGNIZANT TECHNOLOGY SOLUTIONS US CORP
P#-EAC1219451702

PED-14MAR2015

VNUSAROUT<<DEEPAK<KUMAR<<<<<<<<<<<<<<<<<<<<<<

F7244410<9IND8506025M1503140H8CLC05AYG052185

पंजीकरण

विदेशों में रहने वाले भारतीय नागरिकों को सलाह दी जाती है कि वे अपने को निकटतम भारतीय मिशन / चौकी पर पंजीकृत करवा लें।

चेतावनी

यह पासपोर्ट भारत सरकार की सम्पत्ति है। पासपोर्ट अधिकारी से इस पासपोर्ट के संदर्भ में कोई सूचना मिलने पर जिसमें इसे सुपुर्द करना शामिल है, उसका तुरन्त अनुपालन किया जाए।

यह पासपोर्ट डाक द्वारा किसी भी देश से बाहर न भेजा जाए। यह पासपोर्ट धारक या उसके द्वारा प्राधिकृत व्यक्ति के कब्जे में ही होना चाहिए। इसमें किसी भी प्रकार के फेरबदल या विकृत नहीं किया जाना चाहिए।

पासपोर्ट गुम जाना, चोरी हो जाना या नष्ट हो जाने पर उसकी रिपोर्ट तत्काल भारत में निकटतम पासपोर्ट अधिकारी को (तथा यदि धारक विदेश में हो) निकटतम भारतीय मिशन को और स्थानीय पुलिस को दी जानी चाहिए। निश्चित पूछताछ के पश्चात ही प्रतिपूरक पासपोर्ट जारी किया जाएगा।

REGISTRATION

INDIAN CITIZENS RESIDENT ABROAD ARE ADVISED TO REGISTER THEMSELVES AT THE NEAREST INDIAN MISSION / POST.

CAUTION

THIS PASSPORT IS THE PROPERTY OF THE GOVERNMENT OF INDIA. ANY COMMUNICATION RECEIVED BY HOLDER FROM THE PASSPORT AUTHORITY REGARDING THIS PASSPORT, INCLUDING DEMAND FOR ITS SURRENDER, SHOULD BE COMPLIED WITH IMMEDIATELY.

PASSPORT SHOULD NOT BE SENT OUT OF ANY COUNTRY BY POST. IT SHOULD BE IN THE CUSTODY EITHER OF THE HOLDER OR OF A PERSON AUTHORISED BY THE HOLDER. IT MUST NOT BE ALTERED OR MUTILATED IN ANY WAY.

LOSS, THEFT OR DESTRUCTION OF PASSPORTS SHOULD BE IMMEDIATELY REPORTED TO THE NEAREST PASSPORT AUTHORITY IN INDIA OR (IF THE HOLDER IS ABROAD) TO THE NEAREST INDIAN MISSION AND TO THE LOCAL POLICE. ONLY AFTER EXHAUSTIVE ENQUIRIES SHALL A REPLACEMENT PASSPORT BE ISSUED.

पिता का नाम/कानूनी अभिभावक /Name of Father/Legal Guardian
DILLIP KUMAR ROUT

माता का नाम /Name of Mother
LATIKA MANJARI ROUT

पति या पत्नी का नाम /Name of Spouse

पता /Address
QTR.NO. G/L-52, VSS NAGAR,
SAHEED NAGAR, BHUBANESWAR,
751 007,ORISSA

पुराने पासपोर्ट का नं. और इसके जारी होने का स्थान एवं तिथि /Old Passport No. with date and Place of issue

फाईल नं. /File No.
BHUA00002806

Biju Patnaik University of Technology, Orissa
Rourkela

On recommendation of the Board of Management,
hereby confers the Degree of

Bachelor of Technology

in

Mechanical Engineering

on

Deepak Kumar Rout

of

College of Engineering and Technology,
Bhubaneswar

on having successfully completed the prescribed requirements
in the year 2005-06 and qualified to be placed in

First Class with Honours.

Given at Rourkela on this day under the seal of the University.

Dated : The 25th May, 2006

Vice – Chancellor

COLLEGE OF ENGINEERING & TECHNOLOGY

(A constituent college of Biju Patnaik University of Technology, Rourkela)

28/7/02

SEMESTER REPORT

Name	Deepak Kumar Rout	Admission No.	46MS/02
Preparing for	B. Tech. Mechanical	Year	2002-03
Standing at the start of Semester	0	Semester	1st

For Explanation of the system of making and computation of the result see reverse of this report.

Sl. No.	Subject	Title of Course	Course No.	Credit Hours	Grade Point Reg. Exam.	Grade Point Rept. Exam.	Final Gr. Pt.
1.	Basic Electronics Engineering		MI 113	3	8.70		
2.	Introduction to Computing		MS 123	3	7.40		
3.	Engineering Mechanics		MM 134	4	7.80		
4.	Basic Electrical Engineering		ME 143	3	8.60		
5.	Engineering Chemistry		MH 153	3	7.30		
6.	Engineering Mathematics-I		MH 163	3	8.60		
	Sessional						
7.	Computer Laboratory		MS 171	1	7.50		
8.	Chemistry Laboratory		MH 181	1	8.00		
9.	Geometrical Drawing		MM 192	2	8.80		
10.	Workshop Practice		MM 1A2	2	8.10		
11.	Physical Education/Yoga/NCC/NSS		MY 181	1	8.30		

Total credit hours: 26 — Total credit points: 210.60

Grade point average: 8.10

Previous credit hours: 0 — Previous credit points: 0

Cumulative credit hours: 0 — Cumulative credit points: 0

OVERALL GRADE POINT AVERAGE 0

PRINCIPAL.
College of Engineering & Technology
BPUT, Bhubaneswar-3

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COLLEGE OF ENGINEERING & TECHNOLOGY

(A constituent college of Biju Patnaik University of Technology, Rourkela)

28 IT/02

SEMESTER REPORT

Name Deepak Kumar Rout		Admission No. 4/2	02
Preparing for		Year	2002-03
Standing at the start of Semester	8.10	Semester	2nd

For Explanation of the system of making and computation of the result see reverse of this report.

Sl. No.	Subject	Title of Course	Course No.	Credit Hours	Grade Point Reg. Exam.	Grade Point Rept. Exam.	Final Gr. Pt.
1.	Information Technology Application		MT 213	3	9.25		
2.	English for Professional Communication		MH 223	3	8.80		
3.	Engineering Physics		MH 233	3	7.20		
4.	Engineering Economics		MH 243	3	8.90		
5.	Surveying & Building Construction		MC 253	3	8.50		
6.	Engineering Mathematics-II		MH 263	3	8.20		
	Sessional						
7.	IT Applications Laboratory		MT 271	1	8.10		
8.	Physics Laboratory		MH 281	1	7.40		
9.	Engineering Graphics		MH 292	2	8.90		
10.	Survey Field Work		MC 2A1	1	8.40		
11.	Physical Education/Yoga/NCC/NSS		MY 2B1	1	8.30		

Total credit hours: 24 — Total credit points: 202.55

Grade point average: 8.43

Previous credit hours: 26 — Previous credit points: 210.60

Cumulative credit hours: 50 — Cumulative credit points: 413.15

OVERALL GRADE POINT AVERAGE 8.26

PRINCIPAL.

Principal
College of Engineering & Technology
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DEAN

Prepared by..... Checked by.....

COLLEGE OF ENGINEERING & TECHNOLOGY

(A constituent college of Biju Patnaik University of Technology, Rourkela)

SEMESTER REPORT

Name	Deepak Kumar Rout	Admission No.	16MR2/02
Preparing for	B.Tech.Mechanical	Year	2003-04
Standing at the start of Semester	8.26	Semester	2nd

For Explanation of the system of making and computation of the result see reverse of this report.

Sl. No.	Subject	Title of Course	Course No.	Credit Hours	Grade Point Reg. Exam.	Grade Point Rept. Exam.	Final Gr. Pt.
01.	Basic Thermodynamics		MM 313	3	7.60		
02.	Fluid Mechanics		MM 323	3	7.00		
03.	Material Science		MM 333	3	8.00		
04.	Engineering Mathematics - III		MH 343	3	8.20		
05.	Mechanics of Material		MM 354	4	6.90		
06.	Kinematics of Machinery		MM 363	3	8.80		
07.	Mechanical Engineering Lab.		MM 371	1	9.00		
08.	Electrical Engineering Lab.		ME 381	1	8.80		
09.	Computer Programming		MD 392	2	8.30		
10.	Advanced Machine Drawing		MM 3A2	2	9.00		

Total credit hours	25	Total credit points	198.80
Grade point average	7.95		
Previous credit hours	50	Previous credit points	413.15
Cumulative credit hours	75	Cumulative credit points	611.95

OVERALL GRADE POINT AVERAGE 8.15

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College of Engineering & Technology
BPUT, Bhubaneswar-3

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COLLEGE OF ENGINEERING & TECHNOLOGY

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SEMESTER REPORT

Name	Deepak Kumar Rout	Admission No.	46M3/0.
Preparing for		Year	2002-04
Standing at the start of Semester	8.15	Semester	4th

For Explanation of the system of making and computation of the result see reverse of this report.

Sl. No.	Subject	Title of Course	Course No.	Credit Hours	Grade Point Reg. Exam.	Grade Point Rept. Exam.	Final Gr. Pt.
1.	IC Engine & Gas Turbine		MM 414	4	7.70		
2.	Hydraulic Machines		MM 423	3	7.00		
3.	Manufacturing Process		MM 433	3	6.60		
4.	Engineering Mathematics-IV		MH 443	3	8.50		
5.	Advance Strength of Materials		MM 454	4	6.00		
6.	Electrical Machines		ME 463	3	8.55		
	Sessional						
7.	Mechanical Engineering Lab. II		MM 472	2	8.90		
8.	Electrical Engineering Lab-II		ME 481	1	7.50		
9.	Numerical & Statistical Lab.		MH 491	1	9.00		
10.	Civil Engineering Laboratory		MC 4A1	1	8.30		

Total credit hours	25	Total credit points	189.35
Grade point average	7.57		
Previous credit hours	75	Previous credit points	611.95
Cumulative credit hours	100	Cumulative credit points	801.30

OVERALL GRADE POINT AVERAGE 8.01

PRINCIPAL
College of Engineering & Technology
BPUT, Bhubaneswar-3

Prepared by..... Checked by.....

COLLEGE OF ENGINEERING & TECHNOLOGY

(A constituent college of Biju Patnaik University of Technology, Rourkela)

SEMESTER REPORT

Name:	Deepak Kumar Rout	Year 2004-05	
Adm.No	46 ME/2002		
Semester	V	Standing at the the start of Semester	8.01
Preparing for :	Mechanical Engineering		

For explanation of the system of making and computation of the result see reverse of the report.

Sl. No.	Subject	Course Code	Credit Hours	Grade Point Regular Exam.	Grade Point Repeat Exam.	Final Grade Point
1	Power Plant Engineering	MM 513	3	7.30		
2	Principles of Management	MM 523	3	8.10		
3	Production Machines and Tool Design	MM 533	3	7.50		
4	Machine Design-I	MM 543	3	8.40		
5	Machine Dynamics	MM 553	3	7.80		
6	Quantitative Methods in Management	MM 563	3	6.30		
7	Mechanical Engineering Lab-III	MM 571	1	8.40		
8	Electronics Laboratory and Workshop	MI 582	2	8.10		
9	Application Software	MD 592	2	9.00		
10	Machine Design Seasonal-I	MM 5A1	1	8.80		

Total Credit Hours	24	Total Credit Points	187.60
		Grade Point Average	7.81
Previous Credit Hours	100	Previous Credit Points	801.30
Cumulative Credit Hours	124	Cumulative Credit Points	988.90
		OVERALL GRADE POINT AVERAGE	7.97

PRINCIPAL

Principal
College of Engineering & Technology
BPUT, Bhubaneswar-3

Prepared by

Checked by

COLLEGE OF ENGINEERING & TECHNOLOGY

(A constituent college of Biju Patnaik University of Technology, Rourkela)

SEMESTER REPORT

Name Deepak Kr Rout		Admission No.	46MB/02
Preparing for B.Tech Mechanical Engg.		Year	2004-05
Standing at the start of Semester	7.97	Semester	6th

For Explanation of the system of making and computation of the result see reverse of this report.

Sl. No.	Subject	Title of Course	Course No.	Credit Hours	Grade Point Reg. Exam.	Grade Point Rept. Exam.	Final Gr. Pt.
1.	Heat Transfer		MM 614	4	8.00		
2.	Industrial Engineering & Operation Management		MM 623	3	7.40		
3.	Metal Forming & Modern Machining Methods		MM 633	3	7.60		
4.	Machine Design-II		MM 643	3	9.40		
5.	Instrumentation & Measurement		MM 653	3	7.90		
6.	Elective-I		MD 663	3	8.40		
	Sessional						
7.	Mechanical Engineering Lab-IV		MM 671	1	9.00		
8.	Computer Graphics Laboratory		MM 682	2	8.90		
9.	Machine Design Sessional-II		MM 691	1	9.10		
10.	Advanced Workshop Practic		MM 6A2	2	9.50		

Total credit hours: 25 — Total credit points: 209.00

Grade point average: 8.36

Previous credit hours: 124 — Previous credit points: 988.90

Cumulative credit hours: 149 — Cumulative credit points: 1197.90

OVERALL GRADE POINT AVERAGE 8.03

PRINCIPAL
College of Engineering & Technology
BPUT, Bhubaneswar-4

Prepared by ..... Checked 14/11/05

COLLEGE OF ENGINEERING & TECHNOLOGY

(A constituent college of Biju Patnaik University of Technology, Rourkela)

SEMESTER REPORT

Name	Deepak Kumar Rou	Admission No.	46MS902
Preparing for	B. Tech. Mech. Eng	Year	2005-06
Standing at the start of Semester	8.03	Semester	7th

For Explanation of the system of making and computation of the result see reverse of this report.

Sl. No.	Subject	Title of Course	Course No.	Credit Hours	Grade Point Reg. Exam.	Grade Point Rept. Exam.	Final Gr. Pt.
1.	Refrigeration & Air Conditioning		MM 713	3	7.10		
2.	Automobile Engineering		MM 723	3	8.45		
3.	Quality Engineering & Management		MM 733	3	8.60		
4.	Principle of Machine Tool		MM 743	3	7.90		
5.	Control Systems Engineering		MM 753	3	5.40		
6.	Elective-II		MM 763	3	8.35		
	Sessional						
7.	Mechanical Engineering Lab-V		MM 771	1	8.50		
8.	Project-I		MM 783	3	9.20		
9.	Practical Training Seminar & Viva Voce		MM 793	3	8.40		

Total credit hours: 25 — Total credit points: 198.20

Grade point average: 7.94

Previous credit hours: 149 — Previous credit points: 1197.90

Cumulative credit hours: 174 — Cumulative credit points: 1396.60

OVERALL GRADE POINT AVERAGE 8.02

PRINCIPAL

Principal
College of Engineering & Technology
BPUT, Bhubaneswar-3

Prepared by..... Checked by.....

COLLEGE OF ENGINEERING & TECHNOLOGY
(A constituent college of Biju Patnaik University of Technology, Rourkela)

SEMESTER REPORT

Name Deepak Kumar Rout	Admission No. 06 ME102
Preparing For B.Tech. Mech. Engg.	Year 2005-06
Standing at the Start of Semester 8.02	Semester 8th

For Explanation of the system of making and computation of the result see reverse of this report.

Sl. No.	Subject	Title of Course	Course No.	Credit Hours	Grade Point Reg. Exam.	Grade Point Rept. Exam.	Final Gr. Pt.
1.	Financial Management & Entrepreneurship	MD	814	4	8.00		
2.	Organization Behaviour	MD	823	3	7.80		
3.	Introduction to CAD/CAM & Robotics	MM	833	3	6.30		
4.	Elective-III	MM	843	3	7.60		
5.	Sessional						
6.	Departmental Seminar	MM	853	3	8.00		
7.	Comprehensive Viva-voce	MM	863	3	8.40		
8.	Project-II	MM	873	3	8.10		
9.	Project-III	MM	882	2	9.00		
	Tool Design & Process Planning	MM	892	2	8.70		

Total credit hours 26 — Total credit hours 206.00

Grade Point Average 7.92

Previous credit hours 174 — Previous credit points 1396.60

Cumulative Credit hours 200 — Cumulative credit point 1602.60

OVERALL GRADE POINT AVERAGE 8.01

PRINCIPAL
Principal
College of Engineering & Technology
BPUT, Bhubaneswar-3

Hewlett-Packard Company
Human Resources
5400 Legacy Drive, H1-6F-61
Plano, Texas 75024

December 5, 2014

TO WHOM IT MAY CONCERN:

Re: Deepak Kumar Rout
HP Employee ID 21833476

This is to confirm that Mr. Deepak Kumar Rout was employed by Hewlett-Packard Company-Enterprise Services from 03/26/2012 to 07/27/2012. The job title held was Technology Consultant II. During his employment his job experience included:

- Developed and tested Ab Initio graphs and processed to scale up the performance of the application that deals with high volume of data
- Assisted during data analysis and helped compiling functional specifications documents utilizing functional specifications
- Created source to target mappings for technical implementation
- Setup test bed for integration testing
- He was involved in analysis of issues and worked on enhancements.
- Followed HP Global methodology templates for work products
- Reviewed work products with project team and client and incorporated feedback/ enhancements
- Involved in performance optimization of Ab Initio graphs
- Worked in Global delivery model with agile delivery model

Operating System: Windows, UNIX, LINUX
Scripting Language: Shell Scripting
ETL Tool: Ab Initio (GDE,Co>Ops, EME, Conduct>IT)
Reporting: BO
Database: Oracle

Sincerely,

Hayley Bowles
U.S. HR Global Services

Tech Mahindra Limited
Infocity, Hi-tech City Layout,
Madhapur, Hyderabad 500081,
India.
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
techmahindra.com
Connect@techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India

CIN L64200MH1986PLCO41370

Date: December 9, 2014

Ref: HR/2014/ 46014

TO WHOMSOEVER IT MAY CONCERN

This letter is to confirm that **Mr. DeepakKumar Rout** was previously employed with Satyam Computer Services Ltd., now known as Tech Mahindra; as **DEVELOPER**. He has joined our operations **03 July 2006** to **23 March 2012** as a full time employee for approximately 40 hours per week.

Roles and Responsibilities:

- As a part of onsite development team involved in delivery of small, medium and large complexity projects within defined duration.
- Requirement gathering from business
- Creation of IT RDD from Business RDD translating business terms to technical terms.
- Architect and Design the solution.
- Involved in reviewing documentation developed by offshore team and presentation to client.
- Creation and enhancement of Ab Initio graphs (ETL) to support the applications.
- Coordination with offshore team following SDLC life cycle for delivering projects.
- His experience includes work in Financial and Credit Card domain along with technical skills as mentioned below.

Skills/Technologies:

Operating System: Windows, UNIX, LINUX
Scripting Language: Shell Scripting
ETL Tool: Ab Initio (GDE,Co>Ops, EME, Conduct>IT),SAS,Informatica
Reporting: BO,QlikView,SAS Reporting
Database: Oracle,Teradata,DB2

Sincerely,

NIGEL FRANKLIN
HUMAN RESOURCES
(Authorized Signatory)

CO.	FILE	DEPT.	CLOCK	VCHR. NO.	
CTS	343412	SSSH37	20	0000044741	1

25165-0002

COGNIZANT TECHNOLOGY SOLUTIONS
211 QUALITY CIRCLE
COLLEGE STATION, TX 77845

Earnings Statement

Period Beginning: 01/01/2017
Period Ending: 01/15/2017
Pay Date: 01/13/2017

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 0
VA: 0

DEEPAK KUMAR ROUT
11838 CHASE WELLESLEY DR
APT 432
RICHMOND VA 23233-7754

Earnings	rate	hours	this period	year to date
Regular	4021.50		4,021.50	4,021.50
Cola			83.33	83.33
Gross Pay			**$4,104.83**	4,104.83

Other Benefits and Information	this period	total to date
G.T.L.	1.88	1.88

Deductions		
Statutory		
Federal Income Tax	-817.33	817.33
Social Security Tax	-251.67	251.67
Medicare Tax	-58.86	58.86
VA State Income Tax	-215.50	215.50
Other		
Pretax Dental	-6.00*	6.00
Pretax Medical	-40.00*	40.00
Pretax Vision	-1.50*	1.50
Net Pay	**$2,713.97**	
Checking3	-2,713.97	2,713.97
Net Check	**$0.00**	

*** Excluded from federal taxable wages**

Your federal taxable wages this period are $4,059.21

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COGNIZANT TECHNOLOGY SOLUTIONS
211 QUALITY CIRCLE
COLLEGE STATION, TX 77845

Advice number: **00000044741**
Pay date: 01/13/2017

Deposited to the account of	account number	transit ABA	amount
DEEPAK KUMAR ROUT	xxxxxxxx3854	xxxx xxxx	$2,713.97

THIS IS NOT A CHECK

NON-NEGOTIABLE

CO.	FILE	DEPT.	CLOCK	VCHR. NO.	
CTS	343412	SSSH37	20	0000065122	1

25604-0002

COGNIZANT TECHNOLOGY SOLUTIONS
211 QUALITY CIRCLE
COLLEGE STATION, TX 77845

Earnings Statement

Period Beginning: 01/16/2017
Period Ending: 01/31/2017
Pay Date: 01/31/2017

Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 0
VA: 0

DEEPAK KUMAR ROUT
11838 CHASE WELLESLEY DR
APT 432
RICHMOND VA 23233-7754

Earnings	rate	hours	this period	year to date
Regular	4021.50		4,021.50	8,043.00
Cola			83.33	166.66
	Gross Pay		**$4,104.83**	8,209.66

Other Benefits and Information	this period	total to date
G.T.L.	1.88	3.76

Deductions			
	Statutory		
	Federal Income Tax	-775.04	1,592.37
	Social Security Tax	-242.19	493.86
	Medicare Tax	-56.64	115.50
	VA State Income Tax	-206.70	422.20
	Other		
	Pretax Dental	-24.00*	30.00
	Pretax Medical	-172.00*	212.00
	Pretax Vision	-4.50*	6.00
	Net Pay	**$2,623.76**	
	Checking3	-2,623.76	5,337.73
	Net Check	**$0.00**	

*** Excluded from federal taxable wages**

Your federal taxable wages this period are $3,906.21

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COGNIZANT TECHNOLOGY SOLUTIONS
211 QUALITY CIRCLE
COLLEGE STATION, TX 77845

Advice number: **00000065122**
Pay date: 01/31/2017

Deposited to the account of	account number	transit ABA	amount
DEEPAK KUMAR ROUT	xxxxxxxx3854	xxxx xxxx	$2,623.76

THIS IS NOT A CHECK

NON-NEGOTIABLE

2016 W-2 and EARNINGS SUMMARY

Employee Reference Copy

W-2 Wage and Tax Statement **2016**

OMB No. 1545-0008

Copy C for employee's records.

d Control number	Dept.	Corp.	Employer use only
343412 CLI2/CTS	SSSH37		A 24717

c Employer's name, address, and ZIP code

COGNIZANT TECHNOLOGY SOLUTIONS US CORPORATION
211 QUALITY CIR STE 150
COLLEGE STATION TX 77845

Batch #02502

e/f Employee's name, address, and ZIP code

DEEPAK KUMAR ROUT
11838 CHASE WELLESLEY DR
APT 432
RICHMOND VA 23233-7754

b Employer's FED ID number 13-3924155	a Employee's SSA number 047-15-4534
1 Wages, tips, other comp. 101983.83	2 Federal income tax withheld 20770.54
3 Social security wages 101983.83	4 Social security tax withheld 6323.00
5 Medicare wages and tips 101983.83	6 Medicare tax withheld 1478.77
7 Social security tips	8 Allocated tips
Verification Code 4426-6C21-28DB-4A3B	10 Dependent care benefits
11 Nonqualified plans	12a See instructions for box 12 C 37.20
14 Other	12b DD 2853.48
	12c
	12d
	13 Stat emp. Ret. plan 3rd party sick pay
15 State VA / Employer's state ID no. 30133924155F001	16 State wages, tips, etc. 101983.83
17 State income tax 5434.32	18 Local wages, tips, etc.
19 Local income tax	20 Locality name

This blue Earnings Summary section is included with your W-2 to help describe portions in more detail. The reverse side includes general information that you may also find helpful.

1. The following information reflects your final 2016 pay stub plus any adjustments submitted by your employer.

Gross Pay	102984.63	**Social Security Tax Withheld** Box 4 of W-2	6323.00	**VA. State Income Tax** Box 17 of W-2	5434.32
Fed. Income Tax Withheld Box 2 of W-2	20770.54	**Medicare Tax Withheld** Box 6 of W-2	1478.77	**SUI/SDI** Box 14 of W-2	

2. Your Gross Pay was adjusted as follows to produce your W-2 Statement.

	Wages, Tips, other Compensation Box 1 of W-2	Social Security Wages Box 3 of W-2	Medicare Wages Box 5 of W-2	VA. State Wages, Tips, Etc. Box 16 of W-2
Gross Pay	102,984.63	102,984.63	102,984.63	102,984.63
Plus GTL (C-Box 12)	37.20	37.20	37.20	37.20
Less Other Cafe 125	1,038.00	1,038.00	1,038.00	1,038.00
Reported W-2 Wages	**101,983.83**	**101,983.83**	**101,983.83**	**101,983.83**

3. Employee W-4 Profile. To change your Employee W-4 Profile Information, file a new W-4 with your payroll dept.

DEEPAK KUMAR ROUT
11838 CHASE WELLESLEY DR
APT 432
RICHMOND VA 23233-7754

Social Security Number: **047-15-4534**
Taxable Marital Status: **SINGLE**

Exemptions/Allowances:

FEDERAL: 0
STATE: 0

© 2016 ADP, LLC

1 Wages, tips, other comp. 101983.83	2 Federal income tax withheld 20770.54
3 Social security wages 101983.83	4 Social security tax withheld 6323.00
5 Medicare wages and tips 101983.83	6 Medicare tax withheld 1478.77
d Control number 343412 CLI2/CTS / Dept. SSSH37	Corp. / Employer use only A 24717
c Employer's name, address, and ZIP code: COGNIZANT TECHNOLOGY SOLUTIONS US CORPORATION, 211 QUALITY CIR STE 150, COLLEGE STATION TX 77845	
b Employer's FED ID number 13-3924155	a Employee's SSA number 047-15-4534
7 Social security tips	8 Allocated tips
Verification Code 4426-6C21-28DB-4A3B	10 Dependent care benefits
11 Nonqualified plans	12a See instructions for box 12 C 37.20
14 Other	12b DD 2853.48
	12c
	12d
	13 Stat emp. Ret. plan 3rd party sick pay
e/f Employee's name, address and ZIP code: DEEPAK KUMAR ROUT, 11838 CHASE WELLESLEY DR, APT 432, RICHMOND VA 23233-7754	
15 State VA / Employer's state ID no. 30133924155F001	16 State wages, tips, etc. 101983.83
17 State income tax 5434.32	18 Local wages, tips, etc.
19 Local income tax	20 Locality name

Federal Filing Copy

W-2 Wage and Tax Statement **2016**

OMB No. 1545-0008

Copy B to be filed with employee's Federal Income Tax Return.

1 Wages, tips, other comp. 101983.83	2 Federal income tax withheld 20770.54
3 Social security wages 101983.83	4 Social security tax withheld 6323.00
5 Medicare wages and tips 101983.83	6 Medicare tax withheld 1478.77
d Control number 343412 CLI2/CTS / Dept. SSSH37	Corp. / Employer use only A 24717
c Employer's name, address, and ZIP code: COGNIZANT TECHNOLOGY SOLUTIONS US CORPORATION, 211 QUALITY CIR STE 150, COLLEGE STATION TX 77845	
b Employer's FED ID number 13-3924155	a Employee's SSA number 047-15-4534
7 Social security tips	8 Allocated tips
9	10 Dependent care benefits
11 Nonqualified plans	12a C 37.20
14 Other	12b DD 2853.48
	12c
	12d
	13 Stat emp. Ret. plan 3rd party sick pay
e/f Employee's name, address and ZIP code: DEEPAK KUMAR ROUT, 11838 CHASE WELLESLEY DR, APT 432, RICHMOND VA 23233-7754	
15 State VA / Employer's state ID no. 30133924155F001	16 State wages, tips, etc. 101983.83
17 State income tax 5434.32	18 Local wages, tips, etc.
19 Local income tax	20 Locality name

VA.State Reference Copy

W-2 Wage and Tax Statement **2016**

OMB No. 1545-0008

Copy 2 to be filed with employee's State Income Tax Return.

1 Wages, tips, other comp. 101983.83	2 Federal income tax withheld 20770.54
3 Social security wages 101983.83	4 Social security tax withheld 6323.00
5 Medicare wages and tips 101983.83	6 Medicare tax withheld 1478.77
d Control number 343412 CLI2/CTS / Dept. SSSH37	Corp. / Employer use only A 24717
c Employer's name, address, and ZIP code: COGNIZANT TECHNOLOGY SOLUTIONS US CORPORATION, 211 QUALITY CIR STE 150, COLLEGE STATION TX 77845	
b Employer's FED ID number 13-3924155	a Employee's SSA number 047-15-4534
7 Social security tips	8 Allocated tips
9	10 Dependent care benefits
11 Nonqualified plans	12a C 37.20
14 Other	12b DD 2853.48
	12c
	12d
	13 Stat emp. Ret. plan 3rd party sick pay
e/f Employee's name, address and ZIP code: DEEPAK KUMAR ROUT, 11838 CHASE WELLESLEY DR, APT 432, RICHMOND VA 23233-7754	
15 State VA / Employer's state ID no. 30133924155F001	16 State wages, tips, etc. 101983.83
17 State income tax 5434.32	18 Local wages, tips, etc.
19 Local income tax	20 Locality name

VA.State Filing Copy

W-2 Wage and Tax Statement **2016**

OMB No. 1545-0008

Copy 2 to be filed with employee's State Income Tax Return.

Instructions for Employee

Box 1. Enter this amount on the wages line of your tax return.

Box 2. Enter this amount on the federal income tax withheld line of your tax return.

Box 5. You may be required to report this amount on Form 8959, Additional Medicare Tax. See the Form 1040 instructions to determine if you are required to complete Form 8959.

Box 6. This amount includes the 1.45% Medicare Tax withheld on all Medicare wages and tips shown in box 5, as well as the 0.9% Additional Medicare Tax on any of those Medicare wages and tips above $200,000.

Box 8. This amount is **not** included in boxes 1, 3, 5, or 7. For information on how to report tips on your tax return, see your Form 1040 instructions.

You must file Form 4137, Social Security and Medicare Tax on Unreported Tip Income, with your income tax return to report at least the allocated tip amount unless you can prove that you received a smaller amount. If you have records that show the actual amount of tips you received, report that amount even if it is more or less than the allocated tips. On Form 4137 you will calculate the social security and Medicare tax owed on the allocated tips shown on your Form(s) W-2 that you must report as income and on other tips you did not report to your employer. By filing Form 4137, your social security tips will be credited to your social security record (used to figure your benefits).

Verification Code. If this field is populated, enter this code when it is requested by your tax return preparation software. It is possible your software or preparer will not request the code. The code is not entered on paper-filed returns.

Box 10. This amount includes the total dependent care benefits that your employer paid to you or incurred on your behalf (including amounts from a section 125 (cafeteria) plan). Any amount over $5,000 is also included in box 1. Complete Form 2441, Child and Dependent Care Expenses, to compute any taxable and nontaxable amounts.

Box 11. This amount is (a) reported in box 1 if it is a distribution made to you from a nonqualified deferred compensation or nongovernmental section 457(b) plan or (b) included in box 3 and/or 5 if it is a prior year deferral under a nonqualified or section 457(b) plan that became taxable for social security and Medicare taxes this year because there is no longer a substantial risk of forfeiture of your right to the deferred amount. This box should not be used if you had a deferral and a distribution in the same calendar year. If you made a deferral and received a distribution in the same calendar year, and you are or will be age 62 by the end of the calendar year, your employer should file Form SSA-131, Employer Report of Special Wage Payments, with the Social Security Administration and give you a copy.

Box 12. The following list explains the codes shown in box 12. You may need this information to complete your tax return. Elective deferrals (codes D, E, F, and S) and designated Roth contributions (codes AA, BB, and EE) under all plans are generally limited to a total of $18,000 ($12,500 if you only have SIMPLE plans; $21,000 for section 403(b) plans if you qualify for the 15-year rule explained in Pub. 571). Deferrals under code G are limited to $18,000. Deferrals under code H are limited to $7,000.

However, if you were at least age 50 in 2016, your employer may have allowed an additional deferral of up to $6,000 ($3,000 for section 401(k)(11) and 408(p) SIMPLE plans). This additional deferral amount is not subject to the overall limit on elective deferrals. For code G, the limit on elective deferrals may be higher for the last 3 years before you reach retirement age. Contact your plan administrator for more information. Amounts in excess of the overall elective deferral limit must be included in income. See the "Wages, Salaries, Tips, etc." line instructions for Form 1040.

Note: If a year follows code D through H, S, Y, AA, BB, or EE, you made a make-up pension contribution for a prior year(s) when you were in military service. To figure whether you made excess deferrals, consider these amounts for the year shown, not the current year. If no year is shown, the contributions are for the current year.

A—Uncollected social security or RRTA tax on tips. Include this tax on Form 1040. See "Other Taxes" in the Form 1040 instructions.

B—Uncollected Medicare tax on tips. Include this tax on Form 1040. See "Other Taxes" in the Form 1040 instructions.

C—Taxable cost of group-term life insurance over $50,000 (included in boxes 1, 3 (up to social security wage base), and 5)

D—Elective deferrals to a section 401(k) cash or deferred arrangement. Also includes deferrals under a SIMPLE retirement account that is part of a section 401(k) arrangement.

E—Elective deferrals under a section 403(b) salary reduction agreement

F—Elective deferrals under a section 408(k)(6) salary reduction SEP

G—Elective deferrals and employer contributions (including nonelective deferrals) to a section 457(b) deferred compensation plan

H—Elective deferrals to a section 501(c)(18)(D) tax-exempt organization plan. See "Adjusted Gross Income" in the Form 1040 instructions for how to deduct.

J—Nontaxable sick pay (information only, not included in boxes 1, 3, or 5)

K—20% excise tax on excess golden parachute payments. See "Other Taxes" in the Form 1040 instructions.

L—Substantiated employee business expense reimbursements (nontaxable)

M—Uncollected social security or RRTA tax on taxable cost of group-term life insurance over $50,000 (former employees only). See "Other Taxes" in the Form 1040 instructions.

N—Uncollected Medicare tax on taxable cost of group-term life insurance over $50,000 (former employees only). See "Other Taxes" in the Form 1040 instructions.

P—Excludable moving expense reimbursements paid directly to employee (not included in boxes 1, 3, or 5)

Q—Nontaxable combat pay. See the instructions for Form 1040 or Form 1040A for details on reporting this amount.

R—Employer contributions to your Archer MSA. Report on Form 8853, Archer MSAs and Long-Term Care Insurance Contracts.

S—Employee salary reduction contributions under a section 408(p) SIMPLE plan (not included in box 1)

T—Adoption benefits (not included in box 1). Complete Form 8839, Qualified Adoption Expenses, to compute any taxable and nontaxable amounts.

V—Income from exercise of nonstatutory stock option(s) (included in boxes 1, 3 (up to social security wage base), and 5). See Pub. 525, Taxable and Nontaxable Income, for reporting requirements.

W—Employer contributions (including amounts the employee elected to contribute using a section 125 (cafeteria) plan) to your health savings account. Report on Form 8889, Health Savings Accounts (HSAs).

Y—Deferrals under a section 409A nonqualified deferred compensation plan

Z—Income under a nonqualified deferred compensation plan that fails to satisfy section 409A. This amount is also included in box 1. It is subject to an additional 20% tax plus interest. See "Other Taxes" in the Form 1040 instructions.

AA—Designated Roth contributions under a section 401(k) plan

BB—Designated Roth contributions under a section 403(b) plan

DD—Cost of employer-sponsored health coverage. **The amount reported with Code DD is not taxable.**

EE—Designated Roth contributions under a governmental section 457(b) plan. This amount does not apply to contributions under a tax-exempt organization section 457(b) plan.

Box 13. If the "Retirement plan" box is checked, special limits may apply to the amount of traditional IRA contributions you may deduct. See Pub. 590-A, Contributions to Individual Retirement Arrangements (IRAs).

Box 14. Employers may use this box to report information such as state disability insurance taxes withheld, union dues, uniform payments, health insurance premiums deducted, nontaxable income, educational assistance payments, or a member of the clergy's parsonage allowance and utilities. Railroad employers use this box to report railroad retirement (RRTA) compensation, Tier 1 tax, Tier 2 tax, Medicare tax and Additional Medicare Tax. Include tips reported by the employee to the employer in railroad retirement (RRTA) compensation.

Note: Keep **Copy C** of Form W-2 for at least 3 years after the due date for filing your income tax return. However, to help **protect your social security benefits,** keep Copy C until you begin receiving social security benefits, just in case there is a question about your work record and/or earnings in a particular year.

Department of the Treasury – Internal Revenue Service

NOTE: THESE ARE SUBSTITUTE WAGE AND TAX STATEMENTS AND ARE ACCEPTABLE FOR FILING WITH YOUR FEDERAL, STATE AND LOCAL/CITY INCOME TAX RETURNS.

This information is being furnished to the Internal Revenue Service. If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it.

IMPORTANT NOTE:

In order to insure efficient processing, attach this W-2 to your tax return like this (following agency instructions):

Notice to Employee

Do you have to file? Refer to the Form 1040 instructions to determine if you are required to file a tax return. Even if you do not have to file a tax return, you may be eligible for a refund if box 2 shows an amount or if you are eligible for any credit.

Earned income credit (EIC). You may be able to take the EIC for 2016 if your adjusted gross income (AGI) is less than a certain amount. The amount of the credit is based on income and family size. Workers without children could qualify for a smaller credit. You and any qualifying children must have valid social security numbers (SSNs). You cannot take the EIC if your investment income is more than the specified amount for 2016 or if income is earned for services provided while you were an inmate at a penal institution. For 2016 income limits and more information, visit *www.irs.gov/eitc*. Also see Pub. 596, Earned Income Credit. **Any EIC that is more than your tax liability is refunded to you, but only if you file a tax return.**

Clergy and religious workers. If you are not subject to social security and Medicare taxes, see Pub. 517, Social Security and Other Information for Members of the Clergy and Religious Workers.

Corrections. If your name, SSN, or address is incorrect, correct Copies B, C, and 2 and ask your employer to correct your employment record. Be sure to ask the employer to file Form W-2c, Corrected Wage and Tax Statement, with the Social Security Administration (SSA) to correct any name, SSN, or money amount error reported to the SSA on Form W-2. Be sure to get your copies of Form W-2c from your employer for all corrections made so you may file them with your tax return. If your name and SSN are correct but are not the same as shown on your social security card, you should ask for a new card that displays your correct name at any SSA office or by calling 1-800-772-1213. You also may visit the SSA at *www.socialsecurity.gov.*

Cost of employer-sponsored health coverage (if such cost is provided by the employer). The reporting in box 12, using code DD, of the cost of employer-sponsored health coverage is for your information only. **The amount reported with code DD is not taxable.**

Credit for excess taxes. If you had more than one employer in 2016 and more than $7,347 in social security and/or Tier 1 railroad retirement (RRTA) taxes were withheld, you may be able to claim a credit for the excess against your federal income tax. If you had more than one railroad employer and more than $4,321.80 in Tier 2 RRTA tax was withheld, you also may be able to claim a credit. See your Form 1040 or Form 1040A instructions and Pub. 505, Tax Withholding and Estimated Tax.

Department of the Treasury - Internal Revenue Service
Department of the Treasury - Internal Revenue Service

February 18, 2017

U.S. Department of Homeland Security
U.S. Citizen and Immigration Services
Attn: I-539
2501 S. State Highway 121 Business
Suite 400
Lewisville, TX 75067

Re: I-539 Application to Extend/Change Nonimmigrant Status
Principal Applicant: Mr. Deepak Kumar Rout
Beneficiary Spouse: Anuradha Mohanty

Dear Sir or Madam:

In reference to the above captioned matter, please find enclosed the following:

1. I-539 Application for Extension of Nonimmigrant Status;
2. Filing fee in the sum of $370;
3. Supporting documents in accordance to requirements

If you should have questions or require further information, please do not hesitate to contact me.

Very Truly Yours

Anuradha Mohanty

U.S. Customs and Border Protection
Securing America's Borders

Most Recent I-94

Admission (I-94) Record Number : 17705826585
Most Recent Date of Entry: 2016 December 18
Class of Admission : H4
Admit Until Date : 04 / 11 / 2017
Details provided on the I-94 Information form:

Last/Surname :	MOHANTY
First (Given) Name :	ANURADHA
Birth Date :	1987September04
Passport Number :	H2892248
Country of Issuance :	India

Get Travel History

- Effective April 26, 2013, DHS began automating the admission process. An alien lawfully admitted or paroled into the U.S. is no longer required to be in possession of a preprinted Form I-94. A record of admission printed from the CBP website constitutes a lawful record of admission. See 8 CFR § 1.4(d).
- If an employer, local, state or federal agency requests admission information, present your admission (I-94) number along with any additional required documents requested by that employer or agency.
- Note: For security reasons, we recommend that you close your browser after you have finished retrieving your I-94 number.

OMB No. 1651-0111
Expiration Date:01/31/2017

For inquiries or questions regarding your I-94, please click here

Accessibility | Privacy Policy

भारत गणराज्य REPUBLIC OF INDIA

सत्यमेव जयते

इसके द्वारा, भारत गणराज्य के राष्ट्रपति के नाम पर, उन सभी से जिनका इससे संबंध हो, अनुरोध एवं अपेक्षा की जाती है कि वे धारक को बिना किसी रोक-टोक के स्वतंत्र रूप से आने-जाने दें, और उसे हर तरह की ऐसी सहायता और सुरक्षा प्रदान करें जिसकी उसे आवश्यकता हो।

THESE ARE TO REQUEST AND REQUIRE IN THE NAME OF THE PRESIDENT OF THE REPUBLIC OF INDIA ALL THOSE WHOM IT MAY CONCERN TO ALLOW THE BEARER TO PASS FREELY WITHOUT LET OR HINDRANCE AND TO AFFORD HIM OR HER, EVERY ASSISTANCE AND PROTECTION OF WHICH HE OR SHE MAY STAND IN NEED.

भारत गणराज्य के राष्ट्रपति के आदेश से

BY ORDER OF THE PRESIDENT OF THE REPUBLIC OF INDIA

PASSPORT OFFICE BHUBANESWAR

जी. सि. दास/G. C. DAS
अधीक्षक/Superintendent
पासपोर्ट कार्यालय/Passport Office
भुवनेश्वर/Bhubaneswar

भारत गणराज्य REPUBLIC OF INDIA

टाईप / Type: P

राष्ट्र कोड / Country Code: IND

पासपोर्ट नं./ Passport No.: H2892248

उपनाम / Surname: MOHANTY

दिया गया नाम / Given Name(s): ANURADHA

राष्ट्रीयता / Nationality: INDIAN

लिंग / Sex: F

जन्मतिथि / Date of Birth: 04/09/1987

जन्म स्थान / Place of Birth: BHUBANESWAR, ORISSA

जारी करने का स्थान / Place of Issue: BHUBANESWAR

जारी करने की तिथि / Date of Issue: 06/04/2009

समाप्ति की तिथि / Date of Expiry: 05/04/2019

Anuradha Mohanty

P<INDMOHANTY<<ANURADHA<<<<<<<<<<<<<<<<<<<<<<<<

H2892248<6IND8709044F1904057<<<<<<<<<<<<<<<<6

ADMITTED AXB
MAY 10 2014
Class B2
Until NOV 9, 2014

ADMITTED AXB
MAR 07 2015
Class B2
Until 06SEP2015

ADMITTED AXB
SEP 05 2015
Class B2
Until MAR04 2016

ADMITTED OTT
DEC 23 2015
Class B2
Until MAR 04, 2016

ADMITTED OTT
OCT 06 2016
Class B2
Until 19 NOV 2016

VISA

UNITED STATES OF AMERICA

Issuing Post Name
OTTAWA

Control Number
20141277820001

Surname
MOHANTY

Given Name
ANURADHA

Visa Type /Class
R B1/B2

Passport Number
H2892248

Sex
F

Birth Date
04SEP1987

Nationality
IND

Entries
M

Issue Date
08MAY2014

Expiration Date
06MAY2024

1011

Annotation

H5707600

**

VNUSAMOHANTY<<ANURADHA<<<<<<<<<<<<<<<<<<<<<<

H2892248<6IND8709044F2405067B30TT05LTF262266

Warning A nonimmigrant who accepts unauthorized employment is subject to deportation

Important Retain this permit in your possession; ***you must surrender it when you leave the U.S.*** Failure to do so may delay your entry into the U.S. in the future. You are authorized to stay in the U.S. only until the date written on this form. To remain past this date, without permission from Department of Homeland Security authorities, is a violation of the law.

Surrender this permit when you leave the U.S.:

- By sea or air, to the transportation line;
- Across the Canadian border, to a Canadian Official;
- Across the Mexican border, to a U.S. Official.

Students planning to reenter the U.S. within 30 days to return to the same school, see "Arrival-Departure" on page 2 of Form I-20 **prior to surrendering this permit.**

Record of Changes

Port:

Departure Record

Date:

DEC 18 2016

144

APR 11 2017

VISA

UNITED STATES OF AMERICA

Issuing Post Name
OTTAWA

Control Number
20163143570006

Surname
MOHANTY

Given Name
ANURADHA

Visa Type /Class
R H4

Passport Number
H2892248

Sex
F

Birth Date
04SEP1987

Nationality
IND

Entries
M

Issue Date
16NOV2016

Expiration Date
11APR2017

0110

Annotation
P/A ROUT, DEEPAK KUMAR

L7298050

**

PN-COGNIZANT TECHNOLOGY SOLUTIONS US CORPORA
P#-EAC1505752048 PED-11APR2017

VNUSAMOHANTY<<ANURADHA<<<<<<<<<<<<<<<<<<<<<<

H2892248<6IND8709044F1704110H40TT06TWV262261

पंजीकरण

विदेशों में रहने वाले भारतीय नागरिकों को सलाह दी जाती है कि वे निकटतम भारतीय मिशन/केन्द्र में अपना पंजीकरण करवाएं।

चेतावनी

यह पासपोर्ट भारत सरकार की सम्पत्ति है। इस पासपोर्ट के बारे में किसी पासपोर्ट अधिकारी से इसके धारक को यदि कोई सूचना मिलती है जिसमें पासपोर्ट लौटाने की मांग भी शामिल है तो उसका तुरंत अनुपालन किया जाएं।

यह पासपोर्ट डाक द्वारा किसी भी देश से बाहर न भेजा जाए। यह पासपोर्ट धारक या उसके द्वारा प्राधिकृत व्यक्ति के कब्जे में ही होना चाहिए। इसमें किसी भी प्रकार का फेरबदल या विकृति नहीं की जानी चाहिए।

पासपोर्ट गुम हो जाने, चोरी हो जाने अथवा नष्ट हो जाने पर उसकी सूचना भारत में सबसे निकटतम पासपोर्ट अधिकारी को अथवा यदि पासपोर्ट धारक विदेश में है तो निकटतम भारतीय मिशन/केन्द्र और स्थानीय पुलिस को तत्काल दी जानी चाहिए। विस्तृत पूछताछ के बाद ही डुप्लीकेट पासपोर्ट जारी किया जाएगा।

REGISTRATION

INDIAN CITIZENS RESIDENT ABROAD ARE ADVISED TO REGISTER THEMSELVES AT THE NEAREST INDIAN MISSION/POST.

CAUTION

THIS PASSPORT IS THE PROPERTY OF THE GOVERNMENT OF INDIA. ANY COMMUNICATION RECEIVED BY THE HOLDER FROM A PASSPORT AUTHORITY REGARDING THIS PASSPORT, INCLUDING DEMAND FOR ITS SURRENDER, SHOULD BE COMPLIED WITH IMMEDIATELY.

THIS PASSPORT SHOULD NOT BE SENT OUT OF ANY COUNTRY BY POST. THIS SHOULD BE IN THE CUSTODY EITHER OF THE HOLDER OR OF A PERSON AUTHORISED BY THE HOLDER. IT MUST NOT BE ALTERED OR MUTILATED IN ANY WAY.

LOSS, THEFT OR DESTRUCTION OF THIS PASSPORT SHOULD BE IMMEDIATELY REPORTED TO THE NEAREST PASSPORT AUTHORITY IN INDIA OR IF THE HOLDER IS ABROAD, TO THE NEAREST INDIAN MISSION/POST AND TO THE LOCAL POLICE. ONLY AFTER EXHAUSTIVE ENQUIRIES SHALL A DUPLICATE PASSPORT BE ISSUED.

पिता / कानूनी अभिभावक का नाम / Name of Father / Legal Guardian
AMIYA KUMAR MOHANTY

माता का नाम / Name of Mother
DHIRA MOHANTY

पति या पत्नी का नाम / Name of Spouse

पता / Address
378,SAHID NAGAR,FIRST FLOOR,
BHUBANESWAR,ORISSA

पुराने पासपोर्ट का नं. और इसके जारी होने की तिथि एवं स्थान / Old Passport No. with Date and Place of Issue

फाईल नं. / File No.
BHUA0372408

Hindu Marriage Act 1955 and Hindu Marriage Registration Rule, 1960

Form - A

Certificate

of Hindu Marriage Registration

(See Rule - 4)

1. Sl. No.	: BMC/6973/2015
2. Date of Application	: 06-Jun-2015
3. Name and Present Addresses of the Applicants	: DEEPAK KUMAR ROUT & ANURADHA MOHANTY, PLOT NO-C/M-26,V.S.S NAGAR,PO/PS-SAHID NAGAR, BHUBANESWAR,DIST-KHORDHA
4. Date and Place of Marriage	: 30-May-2015,BHUBANESWAR
5. Age of Parties at the time of Marriage	: 30(BRIDEGROOM) & 27(BRIDE)
6. Name and Present Addresses of the guardians of the parties of the marriage.	: DILLIP KUMAR ROUT, PLOT NO-C/M-26,V.S.S NAGAR,PO/PS-SAHID NAGAR, BHUBANESWAR,DIST-KHORDHA, AMIYA KUMAR MOHANTY, PLOT NO-378,SAHID NAGAR, PO/PS-SAHID NAGAR, BHUBANESWAR,DIST-KHORDHA
7. Name and Addresses of the Witnesses to the marriage.	: HIMANSU KUMAR LENKA, ADVOCATE,BHUBANESWAR, ASIT KUMAR JENA, G/E-18,V.S.S NAGAR,BHUBANESWAR
8. Remarks	: REGISTERED

Place : Bhubaneswar

Date:08-Jun-2015

Registrar
&
Deputy Commissioner
Bhubaneswar Municipal Corporation

BHUBANESWAR MUNICIPAL CORPORATION ★ BBSR ★

END OF FILE