June 29,2023

Consulate General of the United States
Chennai, Tamilnadu
India

RE: Request for L-1A Visa Status
**   Petitioner: Cognizant Technology Solutions US Corporation**
Beneficiary: Mr. Philip Solomon Vincent Joseph Rathinam

Dear Sir / Madam:

We write this letter in connection with the Petition for L-1A visa status being filed on behalf of the above named Beneficiary. We enclose the following documents in support of our request:

Beneficiary

- Form I-129S Nonimmigrant Petition Based on Blanket L Petition,
- Letter from Cognizant Technology Solutions US Corporation in support of the petition,
- Support documents:
    1. Confirmation of Employment with Cognizant – Pay statements
    2. Educational credentials;
- Filing fee payments in the amounts of $500.

We note that the June 2, 2016 U.S. Department of Homeland Security instructions for Form I-129s, page 4, Part 7 "Statement, Contact Information, Declaration, Certification, and Signature of the Petitioner of Authorized Signatory", OMB No. 1615-0010, states:

Part 7. Statement, Contact Information, Declaration, Certification, and Signature of the Petitioner of Authorized Signatory

Item Numbers 1.a. - 8.b. Select the appropriate box to indicate that you, the petitioner or authorized signatory, either read this petition yourself or whether you had an interpreter assist you. If someone assisted you in completing the petition, select the box indicating that you used a preparer. Further, you (or an authorized signatory for the petitioner) must sign and date your petition and provide your daytime telephone number, mobile telephone number (if any), and email address (if any). Every petition MUST contain the signature of the petitioner (or authorized signatory, if applicable). A stamped or typewritten name in place of a signature is not acceptable.
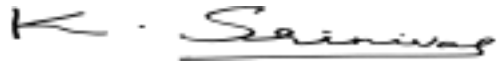
NOTE: For Form I-129S only, we will consider an original, photocopied, faxed, or scanned copy of the handwritten signature valid for filing purposes. The photocopy, fax, or scan must be of the original document containing the handwritten, ink signature.

Accordingly, we attach the Form I-129S, in triplicate, with a photocopy of the original document containing the handwritten, ink signature.

Please advise our office if you require further documentation to expedite the approval of our Petition.

Thank you for your cooperation in this matter.

Very truly yours,

Srinivas Krishnan
Manager

Nonimmigrant Petition Based on Blanket L Petition

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

For Government Use Only			
Received	**Resubmitted**	**Fee Receipt**	**Action Block**
Relocated Sent	**Relocated Received**		

Validity Dates

From: _____

To: _____

Denial Reason

Beneficiary Interviewed on: _____

Approved as: ☐ Manager/Executive
☐ Specialized Knowledge Professional

Approval Date: _____

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

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

Part 1. Information About The Employer (Petitioner)

1. Name of the Petitioning Organization

   Cognizant Technology Solutions US Corp

Petitioner's Mailing Address

2.a. In Care Of Name (if any)

   LCoELeadershipteam

2.b. Street Number and Name

   211 Quality Circle

2.c. ☐ Apt. ☐ Ste. ☐ Flr.

2.d. City or Town   College Station

2.e. State TX   2.f. ZIP Code 77845

3. Is this mailing address the same as the physical location of the sponsoring company or organization?

   ☒ Yes   ☐ No

   If you answered "No" to **Item Number 3.**, provide the sponsoring company's or organization's physical address in **Item Numbers 4.a. - 4.e.**

Petitioner's Physical Address

4.a. Street Number and Name

4.b. ☐ Apt. ☐ Ste. ☐ Flr.

4.c. City or Town

4.d. State _____   4.e. ZIP Code

Petitioner's Contact Information

5. Daytime Telephone Number

   6176207316

6. Fax Number

   201-692-8906

7. Email Address (if any)

   Lvisas@cognizant.com

8. Website Address (if any)

   www.cognizant.com

Petitioner's Employees in the United States

9. Does the petitioner employ 50 or more individuals in the United States?

   ☒ Yes   ☐ No

   If you answered "Yes" to **Item Number 9.**, complete **Item Number 10.**

10. Are more than 50 percent of the petitioner's employees in H-1B, L-1A, or L-1B nonimmigrant status?

    ☐ Yes   ☒ No

Part 2. Information About the Proposed Position and Prior Employment Periods in the United States

The beneficiary will work as a:

1.a. [x] Manager or Executive (L-1A)

1.b. [ ] Specialized Knowledge Professional (L-1B)

Dates of Proposed Employment

Provide the beneficiary's dates of proposed employment.

2.a. Start Date (mm/dd/yyyy) `07/06/2023`

2.b. End Date (mm/dd/yyyy) `07/05/2026`

Prior Periods of Stay in the United States

3. Was the beneficiary of this petition in the United States during the last seven years? [ ] Yes [x] No

If you answered "Yes" to **Item Number 3.**, provide the dates of the beneficiary's prior periods of stay for the last seven years in a work-authorized capacity and indicate the beneficiary's immigration status and visa category (for example, H-1B, O-1) during the period of stay. If you need extra space to complete this section, use the space provided in **Part 10. Additional Information**.

Period of Stay 1

4.a. From (mm/dd/yyyy)

4.b. To (mm/dd/yyyy)

5. Nonimmigrant Status During Period of Stay
`N/A`

Period of Stay 2

6.a. From (mm/dd/yyyy)

6.b. To (mm/dd/yyyy)

7. Nonimmigrant Status During Period of Stay

Part 3. Information About the Beneficiary

Provide the following information about the beneficiary.

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

2. USCIS Online Account Number (if any)
▶

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

Beneficiary's Full Name

4.a. Family Name (Last Name) `Vincent Joseph Rathinam`

4.b. Given Name (First Name) `Philip Solomon`

4.c. Middle Name

Other Names Used (if any)

Provide all other names the beneficiary has ever used, including aliases, maiden name, and nicknames. If you need extra space to complete this section, use the space provided in **Part 10. Additional Information**.

5.a. Family Name (Last Name)

5.b. Given Name (First Name)

5.c. Middle Name

Beneficiary's Foreign Mailing Address

6.a. In Care Of Name (if any)

6.b. Street Number and Name or PO Box
`Plot no. A,Vigneshwara Nagar,Gerugambakkam`

6.c. [ ] Apt. [x] Ste. [ ] Flr. `1`

6.d. City or Town `CHENNAI`

6.e. Province `Tamil Nadu`

6.f. Postal Code `600128`

6.g. Country
`India`

7. Is this mailing address also where the beneficiary physically resides? [x] Yes [ ] No

If you answered "No" to **Item Number 7.**, provide the beneficiary's physical address in **Item Numbers 8.a. - 8.f.**

Part 3. Information About the Beneficiary (continued)

Beneficiary's Foreign Physical Address

8.a. Street Number and Name

8.b. ☐ Apt. ☐ Ste. ☐ Flr.

8.c. City or Town

8.d. Province

8.e. Postal Code

8.f. Country

Other Information About the Beneficiary

9. Date of Birth (mm/dd/yyyy) 04/27/1985

10. Gender ☒ Male ☐ Female

11. City or Town of Birth

Tuticorin

12. Province or State of Birth

Tamilnadu

13. Country of Birth

India

14. Country of Citizenship or Nationality

India

Part 4. Information About Proposed United States Employment

1. Provide the receipt number for the Blanket L petition upon which this petition is based.

► W A C 2 2 0 4 8 5 0 6 0 7

2. Are you filing Form I-129, Petition for a Nonimmigrant Worker, with this petition? ☐ Yes ☒ No

Proposed Employment Address for the Beneficiary

3.a. Street Number and Name 25 Lakeview,DriveValley View Business Park

3.b. ☐ Apt. ☐ Ste. ☐ Flr.

3.c. City or Town Jessup

3.d. State PA   **3.e.** ZIP Code 18434

Wages and Hours of Proposed Employment

Provide the wages per year the beneficiary will receive and the number of hours the beneficiary will work per week for the proposed employment. Also describe any other compensation the beneficiary will receive, including dollar value (if applicable).

4. Beneficiary's Wages Per Year $ 107,525.00

5. Beneficiary's Hours Per Week 40

6. Other Compensation
Usual fringe benefits
Usual fringe benefits

Proposed Job Title and Duties

Provide the job title and duties the beneficiary will perform. Also indicate the percentage of time the beneficiary will spend performing the duties on a daily basis. If you need extra space to complete this section, use the space provided in **Part 10. Additional Information**.

7. Job Title

Senior Manager

8. Duties Performed on a Daily Basis

Please see part 10 page 8

Primary Worksite

If you need extra space to complete this section, use the space provided in **Part 10. Additional Information**.

9. If you are seeking L-1B specialized knowledge professional status for the beneficiary, will the beneficiary work primarily offsite (at a worksite of a company or organization other than the petitioner or its affiliate, branch, subsidiary, or parent company)?

☐ Yes ☐ No

If you answered "Yes" to **Item Number 9.**, describe how and who will control and supervise the beneficiary's work and why the placement is not labor for hire in **Item Numbers 10.a. - 11.**

10.a. Supervisor's Name

10.b. Nature of Supervision and Control of the Beneficiary's Work

Part 4. Information About Proposed United States Employment (continued)

11. Describe the reasons why the placement of the beneficiary at this worksite is not an arrangement to provide labor for hire. Also include a description of how the beneficiary's duties at this worksite relate to your need for the specialized knowledge he or she possesses.

_____

_____

_____

Part 5. Information About Foreign Employment

Provide information for **each** qualifying foreign employer for whom the beneficiary worked during the required one continuous year out of three years. If you need extra space to complete this section, use the space provided in **Part 10. Additional Information**.

Qualifying Foreign Position

Indicate the type of qualifying position the beneficiary was employed in while working for the qualifying foreign employer.

1.a. ☒ Manager

1.b. ☐ Executive

1.c. ☐ Specialized Knowledge Professional

Qualifying Foreign Employer Name and Address

Provide the name and address for the qualifying foreign employer for whom the beneficiary worked.

2. Foreign Employer Name

Cognizant Technology Solutions India Pvt. Ltd.

Mailing Address

3.a. Street Number and Name

5/535 Old Mahabalipuram Road

3.b. ☐ Apt. ☐ Ste. ☐ Flr.

3.c. City or Town

Chennai

3.d. Province

Tamilnadu

3.e. Postal Code

600097

3.f. Country

India

Other Information About the Beneficiary's Foreign Employment

Provide the beneficiary's job titles, dates of foreign employment, and the duties of the jobs the beneficiary performed during the required one continuous year out of three years. Also provide the yearly wage the beneficiary received and the number of hours the beneficiary worked per week.

Job 1

4. Job Title

Senior Manager

5.a. Start Date (mm/dd/yyyy)

06/01/2021

5.b. End Date (mm/dd/yyyy)

Present

6. Job Duties

Please see part 10

_____

_____

7. Wages Earned Per Year $ 3,331,656.00 INR

8. Hours Worked Per Week   40

Job 2

9. Job Title

10.a. Start Date (mm/dd/yyyy)

10.b. End Date (mm/dd/yyyy)

11. Job Duties

_____

_____

12. Wages Earned Per Year $

13. Hours Worked Per Week

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

Select **Item Number 1.** or **2.**, as appropriate.

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. Statement, Contact Information, Declaration, and Signature of the Petitioner or Authorized Signatory

NOTE: Read the **Penalties** section of the Form I-129S Instructions before completing this section.

Petitioner's or Authorized Signatory's Statement

NOTE: Select the box for either **Item Number 1.a.** or **1.b.** If applicable, select the box for **Item Number 2.**

1.a. [×] I can read and understand English, and I have read and understand every question and instruction on this petition and my answer to every question.

1.b. [ ] The interpreter named in **Part 8.** has read to me every question and instruction on this petition and my answer to every question in

[_____] , a language in which I am fluent, and I understood all of this information as interpreted.

2. [ ] At my request, the preparer named in **Part 9.**,

[_____] , prepared this petition for me based only upon information I provided or authorized.

Authorized Signatory's Contact Information

3.a. Authorized Signatory's Family Name (Last Name)

Krishnan

3.b. Authorized Signatory's Given Name (First Name)

Srinivas

4. Authorized Signatory's Title

Manager

5. Authorized Signatory's Daytime Telephone Number

6176207316

6. Authorized Signatory's Mobile Telephone Number (if any)

[_____]

7. Authorized Signatory's Email Address (if any)

Lvisas@cognizant.com

Petitioner's or Authorized Signatory's Declaration and Certification

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 USCIS at a later date.

I authorize the release of any information contained in this petition, in supporting documents, in my USCIS records, and in the petitioning organization's USCIS records, to USCIS or other entities and persons where necessary to determine eligibility for the immigration benefit sought or where authorized by law. 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, I understand all of the information contained in, and submitted with, this petition, and all of this information is complete, true, and correct.

Petitioner's or Authorized Signatory's Signature

8.a. Petitioner's or Authorized Signatory's Signature

➡ K. Srinivas

8.b. Date of Signature (mm/dd/yyyy) [06/29/2023]

NOTE TO ALL PETITIONERS AND AUTHORIZED SIGNATORIES: If you do not completely fill out this petition or fail to submit required documents listed in the Instructions, USCIS may deny your petition.

Part 8. Interpreter's Contact Information, Certification, and Signature

Provide the following information about the interpreter.

Interpreter's Full Name

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

1.b. Interpreter's Given Name (First Name)

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

Interpreter's Mailing Address

3.a. Street Number and Name

3.b. ☐ Apt. ☐ Ste. ☐ Flr.

3.c. City or Town

3.d. State

3.e. ZIP Code

3.f. Province

3.g. Postal Code

3.h. Country

Interpreter's Contact Information

4. Interpreter's Daytime Telephone Number

5. Interpreter's Mobile Telephone Number (if any)

6. Interpreter's Email Address (if any)

Interpreter's Certification

I certify, under penalty of perjury, that:

I am fluent in English and _____ , which is the same language specified in **Part 7.**, **Item Number 1.b.**, and I have read to this petitioner or the authorized signatory in the identified language every question and instruction on this petition and his or her answer to every question. The petitioner or authorized signatory informed me that he or she understands every instruction, question, and answer on the petition, including the **Petitioner's or Authorized Signatory's Declaration and Certification**, and has verified the accuracy of every answer.

Interpreter's Signature

7.a. Interpreter's Signature

7.b. Date of Signature (mm/dd/yyyy)

Part 9. Contact Information, Declaration, and Signature of the Person Preparing this Petition, if Other Than the Petitioner or Authorized Signatory

Provide the following information about the preparer.

Preparer's Full Name

1.a. Preparer's Family Name (Last Name)

1.b. Preparer's Given Name (First Name)

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

Preparer's Mailing Address

3.a. Street Number and Name

3.b. ☐ Apt. ☐ Ste. ☐ Flr.

3.c. City or Town

3.d. State

3.e. ZIP Code

3.f. Province

3.g. Postal Code

3.h. Country

Part 9. Contact Information, Declaration, and Signature of the Person Preparing this Petition, if Other Than the Petitioner or Authorized Signatory (continued)

Preparer's Contact Information

4. Preparer's Daytime Telephone Number

5. Preparer's Mobile Telephone Number (if any)

6. Preparer's Email Address (if any)

Preparer's Statement

7.a. ☐ I am not an attorney or accredited representative but have prepared this petition on behalf of the petitioner and with the petitioner's or authorized signatory's consent.

7.b. ☐ I am an attorney or accredited representative and my representation of the petitioner in this case ☐ extends ☐ does not extend beyond the preparation of this petition.

NOTE: If you are an attorney or accredited representative, you may need to submit a completed Form G-28, Notice of Entry of Appearance as Attorney or Accredited Representative, or Form G-28I, Notice of Entry of Appearance as Attorney In Matters Outside the Geographical Confines of the United States, with this petition.

Preparer's Certification

By my signature, I certify, under penalty of perjury, that I prepared this petition at the request of the petitioner or authorized signatory. The petitioner or authorized signatory has reviewed this completed petition, including the **Petitioner's or Authorized Signatory's Declaration and Certification**, and informed me that all of the information in the petition and in the supporting documents is complete, true, and correct.

Preparer's Signature

8.a. Preparer's Signature

8.b. Date of Signature (mm/dd/yyyy)

Part 10. Additional Information

If you need extra space to provide any additional information within this petition, use the space below. If you need more space than what is provided, you may make copies of this page to complete and file with this petition or attach a separate sheet of paper. Type or print the beneficiary's name and A-Number (if any) at the top of each sheet; indicate the **Page Number**, **Part Number**, and **Item Number** to which your answer refers; and sign and date each sheet.

1.a. Beneficiary's Family Name (Last Name)

Vincent Joseph Rathinam

1.b. Beneficiary's Given Name (First Name)

Philip Solomon

1.c. Beneficiary's Middle Name

2. Beneficiary's A-Number (if any)

▶ **A-**

3.a. Page Number

3

3.b. Part Number

4

3.c. Item Number

8

3.d.

People Management -70%

Leadership role -20%

Project Planning and development-10%

Please see attached support letter for more details

4.a. Page Number

4

4.b. Part Number

5

4.c. Item Number

6

4.d.

People Management -70%

Leadership role -20%

Project Planning and development-10%

Please see attached support letter for more details

5.a. Page Number

5.b. Part Number

5.c. Item Number

5.d.

6.a. Page Number

6.b. Part Number

6.c. Item Number

6.d.

7.a. Page Number

7.b. Part Number

7.c. Item Number

7.d.

Exhibit – A

(I-129S Form Addendum)

ADDENDUM TO FORM I-129S (PETITION FOR A NONIMMIGRANT WORKER)

PETITIONER: Cognizant Technology Solutions US Corporation ("Cognizant")
BENEFICIARY: Mr. Philip Solomon Vincent Joseph Rathinam
VISA CLASSIFICATION: L-1A

FORM I-129S PART 2 (Prior Periods of Stay in the United States):

Accordingly, the Beneficiary is eligible for L-1A issuance of stay from July 6,2023 to July 5,2026.

FORM I-129S, PART 5, PAGE 4, Information about the Beneficiary's Foreign Employment Continued

Job	Name of Cognizant Company	Country of Cognizant Company	Date of Employment (MM/DD/YY)		Brief Job Duties	Hours per week	Salary in local currency (Annual CTC)
			Start Date	End Date			
1	Cognizant Technology Solutions India Pvt Ltd	India	06/01/2021	Present	• Identifies and prioritizes the risks associated with Project delivery and create risk mitigation plans. • Reviews and shares the project plan with stakeholders • Prepares and reviews detailed tasks and timelines for each project. • Works with the talent acquisition	40	3,331,656.00 INR

					team to ensure alignment of quality resources to the project for execution of the plan.		

Exhibit - B

(Support Letter / Justification Letter)

June 29,2023

Consulate General of the United States
Chennai
Tamil Nadu
India

　　　Re: Blanket L Petition Number WAC-20-078-50561
　　　Petitioner: Cognizant Technology Solutions US Corporation ("Cognizant")
　　　Beneficiary: <u>Mr. Philip Solomon Vincent Joseph Rathinam</u>

Dear Sir or Madam:

This letter supports of Mr. Vincent Joseph Rathinam' s L-1A visa application pursuant to the approved Cognizant L Blanket Program**.** We seek to transfer Mr. Vincent Joseph Rathinam from our affiliate in India, Cognizant Technology Solutions India Pvt. Limited ("Cognizant-India"), to the U.S. for a temporary period in the managerial capacity of a Senior Manager designation within our **Intelligent process automation** domain at 25 Lakeview, drive valley view business park, Jessup, Pennsylvania, United States. Mr. Vincent Joseph Rathinam has been employed by the Cognizant Technology Solutions family of companies worldwide as follows:

Cognizant Company	From [Month/ Year]	To [Month/ Year]	Country
Cognizant Technology Solutions India Pvt Ltd ("Cognizant-India")	February 2017	Present	India

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 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. Corp. ("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. Cognizant combines a passion for customer satisfaction, technology innovation, deep industry and business process expertise, and a global, collaborative workforce that embodies the future of work. We are a leading provider of information technology, consulting, and business process outsourcing services. Cognizant transforms core processes for superior flexibility,

higher efficiency and lower costs for over 1,200 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.

Cognizant is a pioneer and leader in digital technologies. Digital is the latest shift in technology and it may be the greatest. This vast range of new technologies has the power to change how the world does just about everything. SMAC (social, mobile, analytics and cloud) technologies have been joined by advances in automation and sensors, 3-D printing, robotics, wearables and technology that may still be fringe today but won't be tomorrow. That's why Cognizant has innovated digital solutions for every enterprise. Cognizant's customized solutions enable business to become digital by developing a strategy and vision, reinventing a single essential process or experience, or building the foundational technologies that make rich and relevant digital experiences possible.

Cognizant's digital solutions connect technology with the right data science, devices, design and business strategy. Every digital click, swipe, "like", buy, comment and search produces a unique virtual identity, which Cognizant calls Code Halo™. Cognizant enables businesses to effectively leverage the Code Halo™ of data that surrounds each person, product, device and organization to create better processes for employees and partners, and richer experiences for consumers.

We are not party to any significant collective bargaining agreements. We consider our relations with our employees to be good. **We are attaching Cognizant's most recent 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 the group's global operations.**

THE PRESENT MANAGERIAL POSITION ABROAD

Mr. Vincent Joseph Rathinam was employed with our affiliate abroad during various timeframes as mentioned in the table on page one (1) of this support letter. We highlight that while employed with our foreign affiliate for the qualifying one year period prior to transfer to the U.S., Mr. Vincent Joseph Rathinam manages a project and/or function within the **Intelligent process automation** industry domain. Mr. Vincent Joseph Rathinam 's specific managerial duties in this assignment are as follows

REF.	DESCRIPTION OF JOB DUTY	PERCENTAGE OF TIME SPENT ON DUTY	MANAGERIAL DUTY? Y/N
1	**People Management**	70%	Y

	• Sets the right expectations for the team and helps associates to work based on the required needs • Manages the project scope and mitigating risks to stakeholders. Coaches employees on career navigation, managing conflicting talent. • Ensures knowledge transfer processes are in place and helps in transitioning the projects in seamless manner. • Identifies and prioritizes the risks associated with Project delivery and create risk mitigation plans. • Reviews and shares the project plan with stakeholders. • Manages training needs of the team along with ensures completion of the mandatory targets. • Conducts appraisals, completes action plans for people development. • Prepares RACI (Responsible,Accountable,Consulted and Reported) Matrix for the tasks involved within each Project. • Involves in project plan review and participates in project governance calls. Identifies training needs of the associates .		
2	**Leadership role:**	20%	

	• Demonstrates Leadership and ownership towards acquiring newer technologies like Cloud, Artificial Intelligence (AI), Machine learning (ML),Deep Learning technologies for designing solution architecture wherever applicable • Engages with internal and external, business and technology stakeholders to ensure effective communication of vision, goals, and execution plans. • Provides leadership to team members and peers by collaborating with others; articulating ideas and viewpoints to senior management, peers, and others; identifies and initiates projects; manages resources; driving the resolution of issues; and holding self and team accountable for results. • Gathers and provides the project status reports to all stakeholders through reports, dashboards, or metrics.		
3	**Project Planning and development:** • Prepares and reviews detailed tasks and timelines for each project. • Identifies and highlights risks in each project for delivers projects on time and provides steps to overcome that. • Reviews the Solution Design documentation and Business	10%	

	Requirement documentation. • Leads multiple projects by completing and updating project documentation using Micro Soft Office tools. • Determines and carries out necessary processes and practices suitable for the Data Analytics project/s. • Works with the talent acquisition team to ensure alignment of quality resources to the project for execution of the plan. • Ensures efficient and on-time delivery of project tasks and milestones. Shares status updates to the stakeholders and follow proper escalation paths. • Meets with project team regularly to review project deliverables and deadlines. • Provides development, independent validation, and deployment support for all the solutions created.		
	TOTAL	**100%**	

Mr. Vincent Joseph Rathinam supervises and controls the work of other supervisory, professional, or managerial employees. As part of his supervision of professional subordinates, Mr. Vincent Joseph Rathinam exercises discretion over personnel actions. Below is a table that describes Mr. Vincent Joseph Rathinam 's subordinates while holding his managerial role with Cognizant-India:

Subordinates' Names	Cognizant Designation/ Work Country	Brief Description of Duties	Number of People They Supervise
Bharathi R	Associate /India	Mrs. Bharathi.R is in charge of data analysis and modelling. This role is important for the Digital Operations analytics unit because her ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mrs.Bharathi.R helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. Her expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Understands the actual process , involving understanding the steps, inputs, outputs, and stakeholders.	0

		Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Implements analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%)	
		• Data Extractions and Integrations into centralized systems. Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in extracted data (20%).	
		• Performs data cleansing for model building. Build Predictive models and test the same (30%)	
		• Helps team in identifying and	

		translating business problems to data related or mathematical questions and guiding them with problem-solving approach .(20%) •Involves in Proof of Concept's and client demo's and for preparation of project specific documentation .(10%) **Highest Degree**: Bachelor of Technology in Information Technology.	

Guru Robin	Associate /India	Mr. Guru Robin is in charge of data analysis and modelling. This role is important for the Digital Operations analytics unit because his ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mr. Guru Robin helps to identify opportunities for analytics intervention, extract and integrate data, validate, and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implements analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process.	0

		(20%) • Data Extraction sand Integration into centralized systems. Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%) • Understands the actual process , involving comprehending the steps, inputs, outputs, and stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. • Performs data cleansing for model building. Build Predictive models and test the same (30%). • Helps team in identifying and translating business problems to data related or mathematical	

		questions and guiding them with problem-solving approach .(20%) • Involves in Proof-of-concept for various initiatives (5%) • Prepares project specific documentation (5%) **Highest Degree:** Bachelor of Engineering-Mechanical Engineering	

Hariprasad Panigrahy	Associate/India	Mr. Hariprasad Panigrahy oversees data analysis and modelling. This role is important for the Digital operations analytics unit because his ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mr. Hariprasad Panigrahy helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implementing analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the	0

		operational process. (20%)
		• Data Extractions and Integration into centralized systems.Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in extracted data (20%).
		• Understands the actual process , comprehends the steps, inputs, outputs, and stakeholders. Involves in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Performs data cleansing for model building. Build Predictive models and test the same (30%)
		• Helps team in identifying and translating business problems to data related or mathematical

		questions and guiding them with problem-solving approach .(20%) • Involves in Proof-of-concept for various initiatives (5%) • Prepares project specific documentation (5%) **Highest degree:** Bachelors of computer applications	

Shahana Parveen S	Programmer Analyst/India	Mrs. Shahana Parveen is in charge of data analysis and modelling. This role is important for the Digital operations analytics unit because her ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mrs.Shahana helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. Her expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Involves in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Implementing analytics interventions such as	0

		advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%) • Data Extractions and Integration into centralized systems. Data Validation and quality assurance to identify inconsistencies, errors, anomalies in Extracted data (30%). • Understands the actual process , involves comprehending the steps, inputs, outputs, and stakeholders. Performs data cleansing for model building. Build Predictive models and test the same. (30%) • Fixes code issues in Production and User acceptance testing	

		phase(10%) • Involves in Proof-of-concept for various initiatives (5%) • Prepares project specific documentation (5%) **Higher Degree**: Bachelor degree of Technology-in Computer Science	

Vamsi.V	Associate /India	Mr,Vamsi.V oversees data analysis and modelling. This role is important for the Digital operations analytics unit because his ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mr. Vamsi helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implements analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%)	0

		- Data Extractions and Integration into centralized systems. Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%). - Understands the actual process , involving comprehending the steps, inputs, outputs, and stakeholders. Performs data cleansing for model building. Build Predictive models and test the same (30%). - Helps team in identifying and translating business problems to data related or mathematical questions and guiding them with problem-solving approach .(20%). - Involves in Proof-of-concept for various initiatives (5%)	

		• Prepares project specific documentation (5%) **Highest Degree:** Bachelor's Degree in Commerce	

Supriya Runwal Subhash	Manager/India	Mrs. Supriya Runwal Subhash oversees data analysis and modelling. This role is important for the Digital operations analytics unit because her ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mrs. Supriya Runwal Subhash helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. Her expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implements analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the	0

		operational process. (20%) • Extracts data and perform data validation and data cleansing for model building. (20%) •Helps team in identifying and translating business problems to data related or mathematical questions and guiding them with problem-solving approach .(30%) • Involves in Proof of Concept's and client demo's and for preparation of project specific documentation .(30%) **Highest Degree:** Master of Science in Statistics	

Kuricheti Venkata	Programmer Analyst/India	Mr.Kuricheti Venkat is in charge of data analysis and modelling. This role is important for the Digital Operations business unit because his ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mr. Kuricheti Venkat helps to identify opportunities for analytics intervention, extract and integrate data, validate, and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implements analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the	0

| | | operational process. (30%)

• Data Extractions and Integration into centralized systems. Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%).

• Performs data cleansing for model building. Build Predictive models and test the same (20%).

• Understands the actual process , involving comprehending the steps, inputs, outputs, and stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Monitors tools deployed in production for completed projects(15%).

• Involves in Proof of | |

		Concept for new initiatives (15%) **Highest Degree**: Bachelor of Technology in Electronics and Communication Engineering	
Soumik Das	Programmer Analyst/India	Mr. Sowmik Das oversees data analysis and modelling. This role is important for the Digital Operations analytics unit because his ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mr.Sowmik Das helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implements analytics interventions such as advanced data analysis	0

<table>
<tr><td></td><td></td><td>

techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (30%)

- Data Extractions and Integration into centralized systems. Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%).

- Performs data cleansing for model building. Build Predictive models and test the same (20%)

- Understands the actual process , gets the inputs, outputs, and stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Monitors tools deployed in production

</td><td></td></tr>
</table>

		for completed projects(15%)	
		• Involves in proof-of-concept activities for new analytics projects, which are innovative initiatives aimed at exploring the feasibility and potential of cutting-edge analytical solutions. Activities include evaluating the viability of these projects, designing, and conducting experiments, and analyzing the results to assess their effectiveness in meeting the desired objectives(15%).	
		Highest Degree: Bachelor of Technology in Electronics and Communication Engineering	

THE PROPOSED MANAGERIAL POSITION IN THE U.S.

Cognizant has selected Mr. Vincent Joseph Rathinam for transfer into the U.S. in due to his managerial capacity experience. The table below in detail describes the nature and scope of Mr. Vincent Joseph Rathinam's activities in the managerial capacity position of Senior Manager of Cognizant.

REF.	DESCRIPTION OF JOB DUTY	PERCENTAGE OF TIME SPENT ON DUTY	MANAGERIAL DUTY? Y/N
1	**People Management:** • Manage and grow a team of experienced and passionate analysts. Highlight key risks for each project to individual team members • Coach employees on career navigation, managing conflict, recruit, hire, and retain talent. • Develop knowledge transfer processes that seamlessly transition project go lives. • Prepare mitigation plan for key risks for each Project • Manage training needs of the team along with ensuring completion of the mandatory targets. • Performance management, conduct appraisals, complete action plans for people development. Workforce management, scheduling & rostering, leave planning. • Identify project pipeline and resource requirements. • Allocate resources on Projects and review the tasks performed.	70%	Y

2	**Leadership role:** • Demonstrate leadership and ownership towards acquiring newer technologies like Cloud, Artificial Intelligence (AI), Machine learning (ML), and Deep Learning technologies for designing solution architecture wherever applicable • Engage with internal and external, business and technology stakeholders to ensure effective communication of vision, goals and execution plans. • Provide leadership to team members and peers by collaborating with others; articulating ideas and viewpoints to senior management, peers, and others; identifying and initiating projects; managing resources; driving the resolution of issues; and holding self and team accountable for results. • Gather and provide the project status reports to all stakeholders through reports, dashboards or metrics.	20%	
3	**Project Planning and development:** • Participate in developing strategic project plans for solution development. • Lead and participate in multiple projects by completing and updating project	10%	

	documentation using MS Office tools. • Determine and carry out necessary processes and practices suitable for the Data Analytics project/s. • Closely work with the talent acquisition team to ensure alignment of quality resources to the project for execution of the plan. • Determine daily priorities and managing schedules. • Ensure efficient and on-time delivery of project tasks and milestones. • Share status updates to the stakeholders and follow proper escalation paths. • Meet with project team regularly to review project deliverables and deadlines. • Provide development, independent validation, and deployment support for all the solutions created.		
	TOTAL	**100%**	

In discharging his managerial duties, Mr. Vincent Joseph Rathinam has the discretion to recommend personnel actions such as hiring, termination, promotion, and disciplinary actions with regard to the employees under his management. We are also attaching an organizational chart illustrating the chain of managerial reporting with respect to Mr. Vincent Joseph Rathinam' s function.

Subordinate's Name	Band/ Grade	Detailed Job duties, Percentage of Time, and Education	Number of Subordinates

| Bharathi R | Associate/India | Mrs. Bharathi.R is in charge of data analysis and modelling. This role is important for the Digital Operations analytics unit because her ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mrs.Bharathi.R helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. Her expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency.

• Implement analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%)

• Data Extraction and Integration into | 0 |

		centralized systems.Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%).	
		• Understand the actual process , involving comprehending the steps, inputs, outputs, and stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Perform data cleansing for model building. Build Predictive models and test the same (30%)	
		• Help team in identifying and translating business problems to data related or mathematical questions and guiding them with problem-solving approach. (20%).	
		• Involve in Proof-of-concept for various initiatives (5%).	

		• Prepare project specific documentation (5%) **Highest Degree**: Bachelor of Technology in Information Technology	
Guru Robin	Associate/India	Mr. Guru Robin is in charge of data analysis and modelling. This role is important for the Digital Operations business unit because his ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mr.Guru Robin helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances • Implement analytics interventions such as advanced data analysis techniques, predictive modeling, or machine	0

		learning algorithms optimizes the operational process. (20%) • Data Extraction and Integration into centralized systems.Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%). • Understand the actual process , involving comprehending the steps, inputs, outputs, and stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Perform data cleansing for model building. Build Predictive models and test the same (30%) • Help team in identifying and translating business problems to data related or mathematical questions and guiding them with	

		problem-solving approach. (20%). - Involve in Proof-of-concept for various initiatives (5%). - Prepare project specific documentation (5%) **Highest Degree**: Bachelor of Engineering in Mechanical Engineering	
Hariprasad Panigrahy	Associate/India	Mr. Hariprasad Panigrahy is in charge of data analysis and modelling. This role is important for the Digital Operations business unit because his ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mr.Hariprasad Panigrahy helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and	0

		enhances operational efficiency.	
		• Implement analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%)	
		• Data Extraction and Integration into centralized systems.Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%).	
		• Understand the actual process , involving comprehending the steps, inputs, outputs, and stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Perform data cleansing for model building. Build Predictive models and test	

		the same (30%) • Help team in identifying and translating business problems to data related or mathematical questions and guiding them with problem-solving approach. (20%). • Involve in Proof-of-concept for various initiatives (5%). • Prepare project specific documentation (5%) **Highest Degree**: Bachelors of computer applications	
Shahana Parveen	Programmer Analyst/India	Mrs. Shahana Parveen is in charge of data analysis and modelling. This role is important for the Digital Operations business unit because her ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mrs.Shahana Parveen helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and	0

| | | project documentation. Her expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency.

• Implement analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%)

• Data Extraction and Integration into centralized systems. Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%).

• Understand the actual process , involving comprehending the steps, inputs, outputs, and stakeholders.
Involved in spotting bottlenecks, inefficiencies, or areas | |

		that can benefit from data-driven decision-making. Perform data cleansing for model building. Build Predictive models and test the same (30%) • Help team in identifying and translating business problems to data related or mathematical questions and guiding them with problem-solving approach. (20%). • Involve in Proof-of-concept for various initiatives (5%). • Prepare project specific documentation (5%) **Highest Degree**: Bachelor degree in Computer Science	
V Vamsi	Associate/India	Mr.Vamsi.V is in charge of data analysis and modelling. This role is important for the Digital Operations business unit because her ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mr.Vamsi.V helps to identify opportunities for analytics	0

		intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implement analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%) • Data Extraction and Integration into centralized systems.Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%). • Understand the actual process , involving comprehending the steps, inputs, outputs, and	

		stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making.Perform data cleansing for model building. Build Predictive models and test the same (30%) • Help team in identifying and translating business problems to data related or mathematical questions and guiding them with problem-solving approach. (20%). • Involve in Proof-of-concept for various initiatives (5%). • Prepare project specific documentation (5%) **Highest Degree**: Bachelor's of Commerce	
Teevan Sean	Senior Associate /US	Mr.Teevan Sean is in charge of data analysis and modelling. This role is important for the Digital Operations business unit because his ability to build predictive	0

		models and test them allows the team to make data-driven predictions and forecasts. Mr.Teevan Sean helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implement analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%) • Data Extraction and Integration into centralized systems. Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted	

		data (20%).	
		• Understand the actual process , involving comprehending the steps, inputs, outputs, and stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Perform data cleansing for model building. Build Predictive models and test the same (30%)	
		• Help team in identifying and translating business problems to data related or mathematical questions and guiding them with problem-solving approach. (20%).	
		• Involve in Proof-of-concept for various initiatives (5%).	
		• Prepare project specific documentation (5%)	
		Highest Degree: Bachelor of Science in Information Science and Technology	

Jayachandran Anitha	Associate/US	Mrs. Jayachandran Anitha is in charge of data analysis and modelling. This role is important for the Digital Operations business unit because her ability to build predictive models and test them allows the team to make data-driven predictions and forecasts. Mrs. Jayachandran Anitha helps to identify opportunities for analytics intervention, extract and integrate data, validate and cleanse data, build predictive models, and support Proof of Concept's, client demos, and project documentation. His expertise in data analysis and problem-solving greatly contributes to the success of the business unit and enhances operational efficiency. • Implement analytics interventions such as advanced data analysis techniques, predictive modeling, or machine learning algorithms optimizes the operational process. (20%) • Data Extraction and	0

		Integration into centralized systems. Data Validation and quality assurance to identify inconsistencies ,errors, anomalies in Extracted data (20%).	
		• Understand the actual process , involving comprehending the steps, inputs, outputs, and stakeholders. Involved in spotting bottlenecks, inefficiencies, or areas that can benefit from data-driven decision-making. Perform data cleansing for model building. Build Predictive models and test the same (30%)	
		• Help team in identifying and translating business problems to data related or mathematical questions and guiding them with problem-solving approach. (20%).	
		• Involve in Proof-of-concept for various	

		initiatives (5%). • Prepare project specific documentation (5%) **Highest Degree** :Bachelor of Technology -Information Technology	

In the capacity of Senior Manager of Intelligent process automation, Mr. Vincent Joseph Rathinam will report directly to Rikhi Sahay, Director of Cognizant's **Intelligent process automation** function in Fulshear – Texas, **Charlotte, North Carolina**. He will build Cognizant expertise in the **Intelligent process automation** domain and will direct and manage all business critical solutions, new business developments and client acquisitions.

Mr. Vincent Joseph Rathinam earned a Bachelor of science degree in Mathematics from the University of Madras in India. Mr. Vincent Joseph Rathinam also earned a Master's in Business Administration from the Bharathidasan University in India. He holds Cognizant Academy certification in several of Cognizant's internally developed curricula, including those relating to **Intelligent process automation.** Over the course of his career with Cognizant, Mr. Vincent Joseph Rathinam has gained extensive managerial experience for the Cognizant **Intelligent process automation** domain. This uncommon combination of professional experience within Cognizant's **Intelligent process automation** domain has resulted in his expertise, which cannot be easily or effectively transferred within a reasonable time to other non-expert managerial Cognizant employees.

CONCLUSION
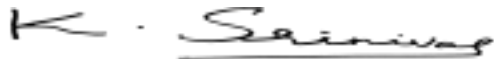
Through his prior employment with Cognizant-India abroad, Mr. Vincent Joseph Rathinam has gained intimate and valuable managerial experience of our organization's goals and strategies as well as a unique understanding of our proprietary systems, international structures, and internal technological requirements. Cognizant seeks L-1A visa classification for Mr. Vincent Joseph Rathinam due to his managerial experience and in-depth knowledge of our company's global and U.S. operations. To seamlessly operate across geographies, it is important that Cognizant's managerial ranks be staffed with those who can harmonize professionals and functions across borders and time zones, which in turn, maintain our company's competitive edge in the information technology market.

In light of the above, we respectfully request that Mr. Vincent Joseph Rathinam's L-1A visa application be approved.

Thank you.

Sincerely,
Cognizant Technology Solutions US Corporation

Srinivas Krishnan
Manager - Global Mobility

cognizant

Current Offshore Project Subordinates

Prashanth Naik

Assistant Vice President

Joydeep Gupta

Director

Philip Solomon
Senior Manager
(L-1A Beneficiary)

Direct Subordinates

Supriya Runwal
Subhash
Manager
Masters Degree in
Science- Statistics

Bharathi, R
Associate
Bachelor of
Technology -IT

Guru Robin
Associate
Bachelor of
Engineering-
Mechanical
Engineering

Hariprasad Panigrahy
Associate
Bachelor degree in
Computer
Applications

Direct Subordinates

Vamsi. V
Associate
Bachelor degree in
Commerce

Shahana Parveen
Programmer Analyst
Bachelor of
Technology in
Computer Science

Soumik Das
Programmer Analyst
Bachelor of
Technology in
Electronics and
Communication
Engineering

Kuricheti Venkata
Programmer Analyst
Bachelor of
Technology -
Electronics and
Communication
Engineering

Proposed Onsite Project Subordinates

Sreenivasan Balagurunath

Assistant Vice President

Sahay Rikhi

Director

Philip Solomon
Senior Manager
(L-1A Beneficiary)

Direct Subordinates

Teevan Sean
Senior Associate
Bachelor of Science-
Information science
and technology

Jayachandran Anitha
Associate
Bachelor of
Technology-
Information
Technology

Guru Robin
Associate
Bachelor of
Engineering-
Mechanical
Engineering

Hariprasad Panigrahy
Associate
Bachelor of Computer
Applications

Direct Subordinates

Vamsi. V
Associate
Bachelor of Commerce

Shahana Parveen
Programmer Analyst
Bachelor of
Technology-Computer
Science

Bharathi. R
Associate
Bachelor of
Technology-
Information
Technology

Exhibit - C

(Addendum to Petitioner L-1 Support Letter - Company)

ADDENDUM TO COGNIZANT'S L-1 PETITION

We respectfully assert that Cognizant's petition filing includes evidence that exceeded the burden of proof (i.e., more likely than not) that it has a qualifying ownership relationship with the foreign entity, and the beneficiary meets the managerial, executive or specialized knowledge criteria.

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 over a decade, making it the only company to appear on the list every year since the list's inception. Notably, Cognizant's ranking on the new Fortune Future 50 List represents high recognition of Cognizant's ability to envision and invest in the future of the IT industry and thrive in the digital economy. The petitioner, Cognizant Technology Solutions U.S. Corporation ("Cognizant"), maintains its company headquarters in College Station, Texas, and acts as a 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 cloud, digital engineering, data and internet of things (IoT) solutions, as well as information technology, consulting, and business process services. Cognizant transforms core processes for superior flexibility, higher efficiency and optimum profitability for businesses 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.

Our approach is built on a global network of delivery centers, deep domain expertise and a robust portfolio of industry-specific services. Our geographic reach extends across the globe. 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 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. Our domain expertise includes:

- Banking & Financial Services
- Communications
- Consumer Goods
- Education
- Energy & Utilities
- Healthcare
- Information Services
- Insurance
- Life Sciences
- Manufacturing

- Media & Entertainment
- Retail
- Technology
- Transportation & Logistics
- Travel & Hospitality

Our Services include:

- Cognizant Digital Business
- Analytics and Information Management
- Digital Engineering
- Digital Transformation
- Insight, Strategy & Design
- Intelligent Products & Solutions
- Interactive
- Cognizant Digital Operations
- BPaaS Platforms
- Industry Solutions
- Intelligent Process Automation
- Operational Analytics
- Process Reimagine
- Cognizant Digital Systems & Technology
- Application Services
- Cognizant Infrastructure Services
- Cognizant Security Services
- Enterprise Application Services
- Quality Engineering & Assurance
- Cognizant Business Consulting

As a sampling, across each of our business segments, we provide a broad and expanding range of consulting, information technology and business process services, including, but not limited to:

Consulting and Technology Services

- Business, Process, Operations and IT Consulting. Our global consulting team, Cognizant Business Consulting, or CBC, re-imagines and transforms businesses to gain a competitive advantage. CBC works to improve business performance and operational productivity in order to exceed business goals. We also provide assistance with strategy consulting, business and operations consulting, IT strategy and change management, and program management consulting. Key factors driving the demand for CBC's services are the following:

  - The need to run the business better while increasing operational flexibility and reducing time to market;
  - Optimizing big data and predictive analytics to gain competitive insight;
  - Large business transformations, impacting business and IT operating models;

- Increased demands to collaborate and compete in the market for customers, capabilities and talent;
- Readiness to embrace virtualization capabilities, including greater infrastructure outsourcing and cloud solutions, with a focus on identifying and managing risk and cost; and
- Ongoing regulatory shifts, which require enhanced risk management and compliance frameworks as well as greater organizational resilience.
- In this environment, the services currently provided by CBC include:
- IT strategy consulting to define new IT target operating and 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.

- **Application Development and Systems Integration**. We offer a full range of application design, application development and systems integration services, which ensures that customer 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 our customers' growing need to access capabilities to respond to the impact of changes in markets, regulation, competition and digital technologies on their businesses. As part of our application development services, we define customer requirements, document 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 enterprise resource planning and customer relationship management 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. Our re-engineering service offerings 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. Our programmers also re-design and convert user interfaces.

- **Enterprise Information Management**. Our enterprise information management practice focuses on helping clients harness the vast amounts of data available on their operations, customers and markets, and 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, including social media, and work 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 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 enterprise information management area are the following:

  - Strategic, advisory and management consulting services across information management, business intelligence and analytics;
  - Enterprise data management, including the creation of data warehouses, data marts, operational stores, enterprise master data management platforms, enterprise metadata platforms and enterprise data governance;
  - Descriptive analytics / business intelligence that involves the strategy, design, build and management of information assets that drive day-today decision making;
  - Strategic corporate performance management, which enables creation of 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 services that facilitate 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 help clients develop deep, agile QA capabilities that create or extend their competitive advantage. QA is driven by six strategic themes: integrated automation, user advocacy, intellectual property-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 our clients' critical quality needs. Consulting and infrastructure solutions in quality management, test tools and test infrastructure enable capitalizing on emerging opportunities. Factors driving the demand for our testing services include the adoption of digital 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 clients. We achieve significant reduction in time to market as well as cost of quality, and realize significant improvements in the maturity of their quality processes.

- **Digital Technologies Services.** We implement digital technologies. These technologies are now fundamental components of the enterprise IT architecture. These technologies are profoundly changing the way companies bring products and services to market and relate to and interact with their customers, employees and others. As such, these technologies may help companies achieve innovation-driven top line growth and efficiencies that improve the bottom line. As part of our services, we analyze social media sentiment and build those insights into their customer relationship management process, as well as enable the management and analysis of vast accumulations of data and 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.

- **Software Solutions and Related Services**. Through TriZetto, a Cognizant company, we develop, license, implement and support proprietary and third-party software products for the healthcare industry, including solutions for health insurance plans, third party benefit administrators, or TPAs, and healthcare providers that enable healthcare organizations to work more efficiently and collaboratively to deliver better healthcare services. Our solutions help health plans and TPAs increase administrative efficiency, improve the cost and quality of care, and succeed in the retail healthcare market. Our solutions enable physicians and healthcare organizations simplify business processes and execute strategies for population health management, accountable care, and value-based initiatives.

- **Social, Mobile, Analytics and Cloud-based Services**. We are aiding in adapting SMAC technologies. 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.

- **Consulting**. Our approach 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.

- **Application Design, Development, Integration, and Re-engineering**. This 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.

We aim to invest our profits back into our business. We believe this is a significant contributing factor to our strong revenue growth. This investment is primarily focused in the areas of strengthening and expanding our portfolio of services; continuing to expand our geographic presence for both sales and delivery; hiring client partners and relationship personnel with specific industry experience or domain expertise; training our technical staff in a broader range of service offerings; recognizing and rewarding exceptional performance by our employees; and maintaining a level of resources, trained in a broad range of service offerings, to be well positioned to respond to our business growth.

Expand Service Offerings and Solutions: We have several teams dedicated to creating innovative technology-based solutions and developing new, high value services. The teams collaborate to develop these services. We are currently developing new offerings in business and IT consulting and industry-oriented IT solutions utilizing innovative technologies. We also continue to enhance our capabilities and service offerings in the areas of customer relationship management, enterprise resource planning, enterprise information management, software testing, infrastructure management, industry-oriented business process services and digital technologies. Additionally, as part of our vision to continue our growth, we are investing in emerging digital opportunities which will transform businesses and user platforms to Internet, cloud and mobile-based experiences.

Expand Domestic and International Geographic Presence: We have established sales and marketing offices in various metropolitan areas in the United States and internationally. As we expand our business base, we plan to open additional sales and marketing offices globally to support the demands of markets. This expansion is expected to facilitate sales and services to existing and new customers.

Research and Development and Competency Centers: We have project experience and expertise across multiple architectures and technologies, and have made significant investments in our competency centers and in research and development around the latest technology developments. Most of our technical staff is trained in multiple technologies and architectures. As a result, we are able to provide customized solutions quickly. As well, we have made a substantial investment in our competency centers so that the experience gained from particular projects and research and development efforts is leveraged across our entire organization. Through our investment in research and development activities and the continuing education of our technical personnel, we enlarge our knowledge base and develop the necessary skills to keep pace with emerging technologies.

Enhance Processes, Methodologies and Productivity Toolsets: We have a comprehensive process framework that addresses the entire software engineering life cycle and support activities, which are scalable for projects of different sizes and complexities. This proprietary framework, which we refer to as "Process Space", is supported by in-house project management, metrics management and workflow tools. Our Delivery Excellence Group facilitates process implementation from project inception and audits the projects periodically to ensure that the implementation is effective and the risks are being managed. With the globalization of business, we are committed to improving and enhancing our proprietary Process Space software engineering process and other methodologies and toolsets. We are constantly designing and developing additional productivity software tools to automate testing processes and improve project estimation and risk assessment techniques. We have invested considerably in automation to improve process institutionalization across the organization. For example, we have built and deployed "Cognizant 2.0," an intelligent delivery ecosystem which orchestrates processes, methodologies and best practices driving effective usage of knowledge, while providing a collaborative framework for our world-wide client service personnel. Our process framework has been extensively adapted to cater to different types of projects managed by the organization across different service lines.

SAMPLING OF COGNIZANT'S BUSINESS UNIT SEGMENTS

COGNIZANT HEALTHCARE PRODUCTS PRACTICE

As the healthcare landscape continues to change, Cognizant, has a unique QNXT™ solution that delivers an award-winning core administrative system that provides a competitive edge. It's an end-to-end solution with measurable results that enables transformation of businesses in the healthcare industry by quickly taking advantage of market changes and successfully navigating healthcare reform. The QNXT™ system includes tools to adapt rapidly and compete aggressively. Under the Affordable Healthcare Act, medical loss ratio (MLR) limits the portion of premium dollars health insurers may spend on administration, marketing, and profits. Healthcare insurers must publicly report the portion of premium dollars spent on health care and quality improvement and other activities in each state they operate. Healthcare insurers failing to meet the MLR standard must pay rebates to consumers. With Cognizant's QNXT™ system, businesses seamlessly meet MLR requirements. Cognizant's QNXT™ system also manages standards covering all HIPAA-related transactions between physicians, hospitals, payers, clearinghouses, pharmacies and dentists (ASC-X12 5010) and the International Classification of Diseases, 10th Revision (ICD-10) compliance. With advanced service-oriented technology and patented architecture and logic, and enables transformation through strategic replacement of legacy systems.

Built on an open platform with service-oriented architecture, Cognizant's QNXT™ system is rules-driven and can be configured to meet the needs of any healthcare organizations, whether large or small coordinating interactions among members, employers, brokers and providers. QNXT™ supports a multitude of healthcare operations, including:

- Medical and dental claims processing
- Claims re-pricing
- Capitation/risk fund management
- Premium billing

- Provider network management
- Group/membership administration
- Referral management
- Hospital and medical pre-authorization
- Case management
- Customer service
- Electronic data interchange
- Claims reimbursement
- Benefits and contracts management
- Case management
- Utilization management
- Value based solutions
- Care management
- Care planning
- Portal solutions
- Predictive modeling
- Payment bundling

Cognizant's QNXT™ application alone is a powerful solution. When integrated with other components, it is truly unparalleled. For example, Cognizant's Facets™ system is an automate workflow solution that meets every aspect of the healthcare industry requirements, such as claims processing, billing, care management, network management and more. Healthcare industry providers are able to increase efficiency and streamline administration, such as improving first-pass rates. With a shortened revenue cycle, improving cash flow, healthcare industry providers deliver better information and more timely communications ultimately improving the quality of care.

Cognizant's QicLink Enterprise™ application is the most widely-used TPA (Third-party Administrators) administrative system available today. An enterprise-wide solution for today's health benefits administrators, the QicLink application supports the management of self-insured, PPO, HMO, Medicare Supplement, and multi-option point-of-service plans through QicLink's advanced architecture.

NetworX Modeler® is a sophisticated contract modeling application that enables contract management teams to perform in-depth, high-precision analyses of all provider contract scenarios. Actual historical claims data can be downloaded to run different scenarios at the contract-term level, no matter how complex the rates and terms.

Cognizant's NetworX Pricer® delivers greater efficiency, speed and accuracy, which is a Java-based application that integrates with core claims administration systems. The NetworX Pricer application automates claims pricing for even the most complex provider contracts. With this patented and patent-pending application, managing contracts is easy, faster, minimizes inconsistencies and reduces errors.

Cognizant's NetworX Payment Bundling Administration™ is a comprehensive, automated solution. Although payment bundling promises to revolutionize the way we deliver and pay for healthcare, it

requires automation to make it effective, and cost-efficient. NetworX Payment Bundling Administration™ provides a comprehensive software solution with patent-pending functionality that automates the prospective bundling process.

Cognizant's NHXS solutions, such as NHXS pricer™ enables healthcare service providers set patient expectations, collect payments quickly, with full visibility/ transparency, including collecting patient financial estimates at the point of service to increase revenue, decrease billing costs, and improve patient satisfaction. Cognizant's NHXS pricer™ calculates the expected amount due using the patients benefit information resulting in immediate results. It includes software configurations to store patient demographics for future use (master patient index), save common claim scenarios to increase data entry efficiency (faster claim reference), and create receipts to quickly find payments due from patients (print patient estimates).

As well, Cognizant's CareAdvance Enterprise applications provide a single, integrated platform enabling efficient healthcare management while reducing costs, personalizing interventions, enhancing outcomes and improving the quality of care. CareAdvance Enterprise also has built in simplification of regulatory compliance ICD-10 capabilities.

As well, on August 28, 2017, Cognizant acquired TMG Health, Inc., a leading national provider of Medicare Advantage, Medicare Part D, and Managed Medicaid market solutions, supporting 32 health plans and more than 4.4 million members in 50 states. Cognizant established its National Center of Excellence for Medicare/ Medicaid services at TMG's Health Facility in Jessup, Pennsylvania. Cognizant's solutions combine a cloud-based infrastructure, collaboration and intelligent automation platforms, and deep subject matter expertise to perform knowledge work and deliver pre-configured, best-in-class services to health plans. A flexible operating infrastructure enables healthcare organizations to reduce administrative costs while improving data quality and patient and provider experiences.

Managing your government programs with our BPaaS solution provides you the ability to leverage best-in-class technology built on standard configurations without major capital outlays. That technology, combined with our team of government programs subject matter experts, can support end-to-end capabilities across your business and address the pressures of both Medical Loss Ratio (MLR) and Administrative Loss Ratio (ALR), enabling you to focus on:

CREATING NEW PRODUCTS

CULTIVATING A BETTER CUSTOMER EXPERIENCE

ESTABLISHING A STRONG, COMPETITIVE DIFFERENTIATION

Business Process-as-a-Service (BPaaS) for Medicare Advantage, Medicare Part D & Managed Medicaid

- Claims Management
- Enrollment & Billing
- Print Fulfillment
- Member & Provider Call Services
- Appeals & Grievances
- CMS & State Reporting
- Compliance Oversight
- Audit Management, and more!

FUNDAMENTAL INDUSTRY SHIFTS
Shift to Value
Govt. Programs
Shift to Consumer
Compliance & Security

New Business Model

ADVANCES IN TECHNOLOGY & MEDICINE
Blockchain
Connected Health
Geonomics
AI & Robotics

EVOLVING & UNCERTAIN POLITICAL ENVIRONMENT
ACA vs. AHCA   Mandates vs. Tax Incentives
High-Risk Pools   State Waivers

Driving Changes in the Roles Played by Key Healthcare Constituents
- Member & Patient Engagement
- Shared Risk Models
- Value-Based Reimbursement
- High Financial Impact

Disruption in the Industry is Pervasive
- Digital Platforms & As-a-Service
- Price Transparency
- Integrated Information Sharing
- Automation

While there are many factors contributing to the industry-wide shift, as-a-service models are changing how businesses are investing in technology and providing the necessary operational agility to expand as the market grows.

Given the current political climate, financial pressures and compliance requirements that government health plans are now experiencing, as-a-service models are the way forward.

Our Medicare solutions enable payers to:
- Manage Growth
- Control Costs
- Meet Strict Compliance & MLR Requirements
- Skillfully Manage Enrollment, Claims & Customer Service Processes
- Skillfully Manage processes for the Complex Dual Eligible Population

We provide:
- Rapid Implementation & On-Boarding
- Process Transparency
- Data Security with Fully-Redundant Network Capabilities & 2 Tier IV Data Centers
- Project Management

Our empirical experience, best-in-class technology and subject matter expertise enable us to deliver superior results for your critical services, including:

- Enrollment, Eligibility Management and Reconciliation (CMS & Medicaid)
- Premium Billing
- Claims & Encounter Processing
- Member/Provider Call Services
- CMS and State Reporting
- Financial and Capitation Reconciliation
- Print Fulfillment
- Compliance Tracking & Assistance
- Medical Management

The combined capabilities of Cognizant's cyber security solutions and healthcare administration software platforms established Cognizant as the top provider of enhanced business process platforms, digital solutions and services for government and public managed healthcare programs in the U.S., and extends Cognizant's leadership as a fully integrated healthcare technology and operations provider.

Thus, such proprietary and innovative healthcare software solutions are continuously being enhanced and upgraded requiring the services of a professional specialty occupation employee.

COGNIZANT INFRASTRUCTURE SERVICES

Cognizant's Infrastructure Services (CIS) is a critical function within our multifunctional organization supporting our global business growth through streamlining processes, improving our internal operational efficiency, and ensuring global compliance. A sampling, while not all inclusive, of the components that comprise our organizations internal operations, which are supported by our Infrastructure Services, include finance, legal, marketing, sales, research and development, human resources, recruitment, global mobility, and shared services. Indeed, Cognizant's internal Infrastructure Services support all aspects of our organization's internal business operations on a global level. For example, Cognizant's 1C platform (named to highlight the power of "One

Cognizant"), is an internal, proprietary system created to support Cognizant's global business and talent worldwide.   Through 1C, Cognizant connects employees with a multitude of internal human resource benefits, organizational functions, policies, procedures, training forums, social media, etc., creating an effective and efficient business environment for our global organization. Another example is Cognizant 2.0, an internally developed next-generation knowledge and project management platform that takes teamwork to the next level by enabling collaboration which boosts productivity, and simplifies internal corporate role service delivery across the full information technology spectrum.

Cognizant's Global Delivery & Digital Systems Transformation Executive Office

Today, constantly evolving technologies increase vulnerabilities, outpace capabilities of IT infrastructure and heighten complexities for organizations. Cognizant Digital Systems & Technology innovations evolve applications, platforms and infrastructure to meet the needs of a modern, efficient digital enterprise by:

- **Simplifying IT.** Unlock value, rationalize and consolidate IT assets, streamline processes with virtualization and automation, and align IT more closely to challenging business objectives.
- **Modernizing IT.** Replace point-to-point interfaces between siloed systems to achieve unparalleled agility and speed through modernized infrastructure, new operating models, integrated services and transformed processes.
- **Securing IT.** Manage risk more effectively and address legacy system vulnerabilities by fortifying IT, enhancing your security framework and bolstering resilience against cyber threats.
  The result: You can better prepare for and adapt to high-speed change, safeguard the integrity of your core IT and be highly competitive in the new digital economy.

COGNIZANT DIGITAL BUSINESS (CDB)

Cognizant is a pioneer leading the way toward the transition to Social, Mobile, Analytics and Cloud (SMAC) technologies. Our internal venture group, Cognizant Digital Business (CA), formerly Emerging Business Digital Business, focuses on our Horizon 3 business plan, and is charged with incubating new businesses around emerging technologies, focused on SMAC. Cognizant launched SMAC as detailed in our publication "The Future of Work", which has resonated well across industries. For example, through SMAC, Cognizant is enabling chains to create the intelligent store by rebuilding databases and creating new analytics. Unlike Amazon.com, Inc., physical retailers are not able to tap into their best customers until a purchase. Cognizant's SMAC methodology enables retails to identify viable customers through their mobile device upon entering the store, and helping the customers find exactly what they need coupled with coupon offerings. Another example, Cognizant is engaged with a client on an Intellectual Property addressable toothbrush that monitors the angle and force of the brush, and provides brushing tips. Moreover, Cognizant's three Cloud hosting centers support solutions. Our Cloud360 is an end-to-end cloud management solution that provides enterprises clear visibility and complete control of the IT infrastructure of our customers.

The use of SMAC is already enabling visionary enterprises to work in more collaborative and real-time ways. Cognizant offers a portfolio of tools and services to develop enterprise mobility strategies so that our clients can create a mobile enterprise that capitalizes on new business models, innovative products and services, and unlocks workforce productivity. With technology expertise and industry knowledge, our mobility consultants strategize and consult with our clients to develop each organization's mobile blueprint and implement across a diverse range of mobile platforms and devices. Our SMAC services also include managed services to accelerate deployment of technology through Cloud enabled services, and delivery services that reinvent the design and development of custom mobile applications, from user interface (UI) design and testing to data integration and security. Our solutions are wide ranging, from proprietary pre-build frameworks to complete enterprise solutions, including **Cognizant TruMobi** and **Cognizant Mobility Testing Lab.**

Cognizant's TruMobi Enterprise Mobility Suite is a Cognizant BusinessCloud solution, that enables our clients to quickly capture the benefits of mobility through a framework that manages and secures advanced enterprise applications and data, and dramatically simplifies and accelerates the process of going mobile. **Unlike the solutions offered by our competitors that require development effort to secure individual applications, TruMobi secures new and legacy applications and data without the need for custom SDKs (Software Developer Kit) or software engineering. TruMobi shifts the focus from device-level policies and management to application-specific policies and management, providing management with a finer level of control over mobile apps and data.** Moreover, TruMobi provides integrated access, which is seamlessly integrated with back-end systems, aggregating and consolidating data across internal back-end systems as well as external and online data sources, ensuring that employees have ready access to the latest and greatest information. Data integrity is ensured between TruMobi and back-end systems so that data is never lost. Also, with TruMobi App Lifecycle Management, the Enterprise App Storefront enable employees and contractors to quickly and securely locate and access both proprietary enterprise applications and web applications on their mobile platform. Finally, powered by Patented Cognizant technologies and ready-to-apply, configurable policies, TruMobi enables best-of-breed, secured business apps and data.

Cognizant Mobility Testing Lab is our Cloud-based test lab-as-a-service solution that revolutionizes mobile application testing. It saves time and infrastructure maintenance costs by automating mobile application testing in the Cloud and on-demand scaling to support multiple mobile devices. Indeed, it streamlines the testing cycle by 50 percent or more.

"Cloud" is more than IT infrastructure aimed purely at cost efficiency. Rather, it has emerged as an important facilitator of the 21st century, empowering leading organizations to innovate faster and better, operate with greater flexibility, and overall conduct business more effectively. The most common corporate computing architectures that have dominated the last five decades include: mainframe, minicomputer, client/server, and the internet. The emerging fifth dominant architecture is one that comprises social, mobile, analytics and cloud computing services (i.e., SMACK Stack™).

Most corporate IT architecture shifts have led to the entire enterprise computing platform moving to the latest and greatest infrastructure. Examples of Cloud computing includes:

A retailer experimenting with new store layouts or promotion strategies can use the Cloud for intensive, short-duration analysis of point-of-sale data without investing in an expensive, permanent data infrastructure.

A financial institution facing a regulatory "stress test" can use the Cloud for complex "what-if" analyses of its ability to withstand a downturn without using valuable capital for a permanent analytics infrastructure.

A pharmaceuticals company facing a deadline for testing a new drug can use the cloud for faster evaluation of data from field trials, helping it meet submission deadlines while holding down costs.

An oil and gas exploration company can turn to the cloud for intensive geographic analysis of potential exploration sites, sparing funds for drilling expenses.

A political campaign can use cloud-based analytics to fine-tine the micro-targeting of voters without investing in hardware and software it will not need after the election.

Cognizant's unique methodology to bridge the gap between existing IT infrastructure and the Cloud is to leverage several approaches, and ensure that Cloud services are delivered with rigorous and auditable performance and business outcome guarantees as well as security measures in compliance with global data privacy and confidentiality requirements. For example, Cognizant's Cloud services include software testing which significantly reduces errors and creates more realistic test environments. Cognizant's Cloud services are central to the new and dynamic ways that our clients deliver value; Cognizant's Cloud solutions power business transformation.

In addition to these services, Cognizant is distinguished from our competitors in that have our proven Cognizant BusinessCloud™ Solutions, which include the Cognizant assetSERV digital asset management platform; SmartTrials, which speeds drug development; and OMaaS, an order management service to achieve process efficiency for communications service providers. Our XaaS are backed by our hosted Cloud infrastructure and proven Cloud360® comprehensive management platform.

COGNIZANT BUSINESS CONSULTING

Cognizant Consulting works with leading global enterprises to achieve business transformation. Our consultants reinvent operating models and processes to enhance productivity, unlock innovation and drive corporate performance and value. We leverage domain knowledge across a range of vertical industries, and offer cross-industry capabilities. With thousands of professionals around the world leveraging deep industry knowledge across Cognizant's verticals including: banking and financial services, healthcare, retail, consumer goods and insurance, we deliver robust digital solutions in key areas of business growth. We work with the world's leading organizations to provide collaborative solutions to businesses and IT evolution. We also specialize in cross-industry capabilities such as strategic services, analytics and customized solutions. Our Consulting marketing strategies encompass solutions and service delivery to operational processes and best practice, including, but

not limited to: Application Portfolio Rationalization to determine the best disposition for IT applications and assets; Business Operations and Process Transformation; IT Cost Optimization; Organizational Change Management inclusive of transitional, communications, governance and behavioral aspects of change management; IT Organization and Operating Model to define and align business objectives; and Post Merger Integration.

Cognizant Consulting services include:

- **Lean Six Sigma Enterprise Transformation:** enabling organizations to strengthen control over key strategic operations and reap new value from their businesses

- **Lean Six Sigma Execution:** business consulting solutions to energize profitability and supplement areas of delivery

- **Lean Six Sigma Deployment:** cost-effective solutions for deployment of Lean and Six Sigma in an organization; deployment strategy created considering the dynamics of the IT industry

- **Planning and Competency Building:** drive and sustain the strategic roadmap

- **Strategic and Change Readiness Assessment:** support organizations to chart strategic roadmaps based on the measurable improvement areas, prioritize by return on investment (ROI), and formulate solutions for change resistance

- **Result Validation:** link process metrics to financial metrics and further to business metrics, thereby enabling organizations to quantify ROI of any improvement initiatives and / or projects, and its impact on businesses

- **Continuous Improvement:** build the culture of continuous improvement through developing required competencies and building infrastructures to sustain and validate improvement

Indeed, the IT field has changed in demand from IT centric, transaction-oriented and cost reduction to strategic and innovation. Innovations and business transformations, such as mobility, cloud and social media are dominating the agenda with customers. For example, a DVD manufacturer today cannot just produce DVDs but also needs to produce a whole range of entertainment products. Our Consulting services enable our customers achieve these transitions. Also, financial service is the largest consulting contributor to our Consulting business with compliance related requirements, and the highest growth is within the health care and retail segments. For example, Cognizant Consulting services recently enabled a leading health services company in the U.S. to create a world-class customer service unit. Our Consulting specialists created the strategy, solution and roadmap for the establishment of a customer-centric organization, which entailed assessing the current data-fix process, identifying the process variations to control and improve the process, and establishing data and metrics-driven management in their service operations, resulting in process improvements that led to a 45% reduction in overall resolution times.

In sum, the premise of our Consulting services is to provide specialized industry specific of best practices and the analysis of organizational problems as well as the development of plans for

improvement, innovation, business transformation, and IT development. In general, our Consulting services are not performed pursuant to a contract, statement of work, work order, service agreement, and end-client documentation is not applicable. In most part, our Consulting services involve advisory services that our clients need to navigate change, such as process consulting, change management, and business transformation and process definition, among others.

COGNIZANT ENTERPRISE APPLICATION SERVICES

An enterprise application is typically a large and complete software platform designed to interface and/ or integrate with other enterprise applications within an organization, and deployed across geographies and networks in conjunction with security standards. Cognizant's Enterprise Application Services (EAS) are derived from years of cross-industry experience and technology expertise. Highly scalable and based on new platforms, such as Cloud and virtual servers, they are readily adapted for future business requirements and innovations. Because our global consulting team uses best practices as well as frameworks and methodologies, we can meet all data management and software integration requirements, including application integration, Electronic Data Interchange (EDI)/ Business-to-Business (B2B), Business Activity Monitoring, Business Process Management and Service Oriented Architecture (SOA).

Cognizant's Enterprise Architecture Integration solutions include:

- Integration architecture roadmap
- Proof of concept
- Product evaluation
- Enterprise Service Bus (ESB)/ B2B/ EDI consulting
- Setting up InfoSphere Content Collector (ICC)
- Enterprise Application Integration (EAI)/ ESB/ SOA implementation
- Business process and infrastructure optimization and integration
- Capacity planning for middleware
- Integration quality engineering and assurance strategy

Cognizant's Business Process Integration services includes:

- Activity Monitoring: Interactive, real-time dashboards and proactive alerts to monitor business processes and services
- Business Process Management (BPM): Process design, analysis, and optimization

Cognizant's SOA/ ESB Solution includes:

- A set of service-business capabilities to drive service-oriented architecture development and enterprise integration

Cognizant's proprietary EAS Tools and Frameworks: accelerate the implementation process and enhance value, including:

- S2TIF: Cognizant's Web-enabled, service testing automation tool. This proprietary, innovative tool enables the creation and execution of test cases, and reduces testing procedures as much as 15 percent
- TIBCO Business Works: Best Practice-Adherence Reporting Tool (BART) validates enterprise application integration (EAI) in conjunction with customized design and development standards
- EAI RACE automates EAI testing and the validation process, which, in general, would otherwise require manual processes. This tool has a wide range of features to achieve the effective and efficient completion of EDI implementation
- SPOTTER is Cognizant's unique webMethods code-review framework, a single solution for all quality checks using webMethods code.
- gRATE is Cognizant's innovative global routing framework configured to seamlessly integrate with applications, and enable new levels of orchestration, intelligent routing and transformation

In sum, Cognizant's EAS has an innovative, unique customer focused approach for end-to-end business processes. We have deployed intuitive, new-age enterprise platforms to drive efficiency, innovation and profitable growth. Our global EAS ecosystem enables us to address each client's most critical workforce and business challenges through an advisory and consultative approach. Our continuous investment in research and development, our unique management and customer relation methods, among a host of other factors has enabled Cognizant to achieve significant growth and revenue over the last decade, beating our competitors by a wide margin. Our customized and/ or proprietary EAS consulting and software solution services, noted above, are powered by Cognizant technologies and ready-to-apply, configurable policies enabling organizations to deliver best-of-breed, secured business processes with minimal cost, overhead and disruption.

COGNIZANT QUALITY ENGINEERING AND ASSURANCE

With the growth of smart phones, tablets, and new operating systems with constant updates every day, testing and quality assurance is more challenging, and more important than ever before. Our Quality Engineering and Assurance (QE&A) practice bolsters development initiatives, provides reliable support across a range of hardware and software, testing infrastructure, and testing products that ensure test coverage and drive product quality. There are many ways to build QA into an enterprise. For example, organization that need a managed center for quality assurance, Cognizant can establish one for any type of organization, whether it be a small company or global conglomerate. If a company already has a managed center but need best practices that will better handle new workflows, for example, testing apps for mobile devices, Cognizant's QE&A solutions will meet and exceed such business requirements.

More than 75 enterprises worldwide trust Cognizant QA to design quality assurance centers for sustained, predictable development results. Our QA offerings include:

- QA Process Assessments and Consulting
- Our engineering consultants examine the maturity of the QA function and create innovative enhancements to achieve efficiency of QA efforts, including evaluation of new tools and testing environments such as Cloud, software testing tools, mobile environment, testing automation and application performance
- Managed Centers For QA
- Consulting and tools needed to establish a permanent, managed QA function
- Test Program Management
- Establishing processes and policies to maintain QA across complex, multiple engagements and geographies
- QA for mergers and acquisitions, including how to handle resulting redundancies.
- Transformation to World-Leading QA, when best-in-class is no longer enough, we elevate the maturity of QA to world-leading status

Moreover, our performance architects, certification and QA specialists, have the skills you to create and establish testing through Cloud technologies. Our offerings include:

- Product certifications
- Services designed for UL, FCC, CSA or similar listings for products before market launch
- Performance engineering
- Enhancement of system response times and throughput

Furthermore, Cognizant's Mobility Testing Lab is a cloud-based test "lab-as-a-service" solution that revolutionizes mobile app testing. It saves time and infrastructure maintenance costs by automating mobile app testing in the cloud and on-demand scaling to support multiple mobile devices, shortening the testing cycle by 50% or more.

Cognizant also offers "Shift Left" Quality Engineering services. A QA department is similar to that of an IT department overall. Our engineered QA techniques apply to use early in the development life cycle (i.e., they are "shifted left.") Our shift-left strategy aims to influence quality upstream and to create the structure right the first time rather than spending more time testing for bugs later.

Additionally, our QE&A services provide device testing to validate applications across multiple devices and platforms. Testing software requires specialized tools running on platforms that are complex and specialized. If the infrastructure is lacking, the final software product will likely contain deficiencies. As one of the world's leading software QA providers, Cognizant offers innovative tools, for both desktop and mobile environments. Our offerings include:

- Test Environment Management System (TEMS)
- Testing Tools Management Service
- Cloud-Based TEMS
- Cognizant Mobility Testing Lab

- CTDM (Test Data Management Architecture)
- fasTest On-Demand Testing
- ADPART

STRATEGIC CLIENT SERVICES – TRANSFORMING CLIENT RELATIONSHIPS

In the age of accelerated time-to-market and industrialized services, enterprises are looking for IT providers with a strong partner ecosystem who can build solutions that are agile, yet cost effective. Partner technologies are fueling Digital Transformation, and most view global systems integrators as critical for orchestrating and delivering complex business solutions. Cognizant's record growth and massive scale have captured the attention of our partners. Partners see tremendous alignment around Cognizant's market position, industry expertise, deep client relationships, and thought leadership. Cognizant builds technical and business solutions by working closely with current and next generation partners from our ecosystem as our approach is customer business demand-driven. The Strategic Client Services – Transforming Client Relationship (TCR) function is responsible for maintaining the alliances and partnerships.

The TCR function is focused on developing and managing Cognizant relationships with those large global companies whose solutions are critical to multiple horizontals, verticals, and geographies, and whose full partnering potential is best realized when managed at the enterprise level.

Working closely with Cognizant's market and deliver leadership, TCR's mission is to:

- **Leverage** Cognizant's customer relationships, service offerings, market position, and thought leadership to develop and execute **comprehensive partnering strategies** with the world's leading technology firms.
- Drive revenue growth through **proactive joint account planning** activities. and **differentiated joint go-to-market** initiatives with our partners. Expand joint-marketing programs with partners to establish Cognizant and its partners as thought leaders.
- Orchestrate game-changing **big bets** capable of generating significant revenue and driving unique value in the market.
- Provide streamlined and centralized **governance, processes, and reporting** for managing Cognizant's partnerships
- Leverage executive sponsorship for every partner; at multiple levels as appropriate.

COGNIZANT TALENT SUPPLY CHAIN CORPORATE FUNCTION

Cognizant has achieved standing as a global IT industry leader and innovator, in part, because of our efficient and effective organizational foundation and infrastructure, including, but not limited to our global workforce management, financial, marketing, human resources, legal, compliance, information technology, administrative, and business unit functions. Notably, Cognizant has developed a unique infrastructure to achieve internal operational efficiencies. It is critical for Cognizant to continuously innovate and evolve our infrastructure to maintain our leading position in this highly competitive global arena. Thus, Cognizant requires professional employees to serve in roles with responsibility for supporting an essential function of our organization, and who function separate and apart from certain Cognizant professionals who support our IT services.

Cognizant has established the function of Talent Delivery which oversees and supports Cognizant's business growth through workforce planning and deployment. Cognizant's Talent Delivery function aligns project assignments and requirements with Cognizant's employees through systemic career development support. Talent Delivery enables strategic planning across our business units for entire workforces of specialty and niche professionals against assignments with highly specific requirements. Cognizant's Talent Delivery planning begins with forecasts from the Cognizant's executive management team, primarily focused per business units, operating locations, and revenues. By building and managing Cognizant's annual resource requirements through corporate planning, Talent Delivery directly impacts annual revenue, business development, and business growth worldwide.

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. 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 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.

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

- Cognizant Cloud Steps Transformation Framework accelerates time to value from cloud by combining our transformation process with prebuilt solution blueprints, made-for-the-cloud tools and options for public, private or hybrid cloud landing zones.
- Cognizant BusinessCloud®, "The New How" for leaders seeking extraordinary levels of business innovation and efficiency, are pre-built cloud IP platforms and process as-a-service across various industries and technologies.
- Cognizant's Configurable Solution Framework (CSF) transforms Business Support Systems.
- Cognizant's Configurable Solution Framework (CSF) or Reference Architecture enables loose coupling and leveraging IT reuse concepts.
- Enterprise Mobility Framework. Enables alignment of business needs with technology requirements, a framework that is structured, well defined and scalable to support evolving business needs, which we term "Freedom within a Framework."
- Cognizant's Enterprise Application Integration (EAI) framework for renovation and integration solutions.
- Cognizant's Quality Assurance (QA) Products based on Cognizant's enterprise QA framework.
- Cognizant mainspring™ platform which is replacing Cognizant's existing 2.0 platform, and will serve as the backbone of our proprietary in-house corporate and business unit applications as well as customized software solutions delivery operations.

- Cognizant 2.0 (C2): Cognizant's web 2.0-based knowledge-sharing and project-management platform enables Cognizant associates, business partners and clients to collaborate across the world.
- OnTarget™: enables remote management of IT infrastructure (hardware, software and networks) from delivery centers across the world.
- Two-in-a Box™ (TiB): Project management framework.
- Transform while Perform™ (TwP): Attain greater levels of productivity and return on IT investment.
- Business Intelligence and Analytics frameworks to define strategy and solution architecture.
- Wealth Management Solution framework for managing client relationships.

Cognizant also commercializes its proprietary software and software as a service ("SaaS") solutions that comprise part of its IP portfolio, including:

- assetSERV™
- AVM*plus*™, our proprietary suite of application management frameworks and tools
- B2B Conflux
- CasKade – An Assurance Based Learning Solution
- ClaimSphere™ HEDIS®
- Cloud Integration Brokerage
- Cloud360
- Cognizant Bigdecisions

- Cognizant OptimaWrite™
- Cognizant S3P
- CSpark Innovation Management Solution
- Daikibo™
- fastest
- GeoLocus
- HealthActivate™
- Interactive Exposure Map™
- LifeEngage
- MedVantage
- Mobile Risk Assessment
- ModelEye
- OrderServ
- Security Management As A Service
- SKUView
- SmartTrials
- SMaaS
- StarSERV™
- targetSERV
- TruMobi
- WellSERV PHM
- WorkPort
- ZDLC™ IT Knowledge Automation™

COGNIZANT ACADEMY TRAINING

Cognizant's in-house department, Cognizant Academy, is devoted to ensuring career development of Cognizant employees 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 operational model 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. Cognizant Academy offers 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, among others:

- Campus Associate Training to train and prepare new hires from colleges to face real-time challenges;
- "Dovetail" Training, a post-Campus Associate Training with a one-year guided learning plan supported by comprehensive learning material and required mentoring;
- 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); and
- 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.

Cognizant Academy also offers the following services for Cognizant employees:

- 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;
- Cognizant Library & Information Services, which provides technical, domain and management books, journals, manuals, training materials, CDs, and videos; and
- Enterprise Learning Management System, a Cognizant-specific integrated system using "multi-modal" learning/multiple delivery methods for a single learning activity.

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." 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 PLACEMENT OF OUR EMPLOYEES TO PROVIDE CUSTOMIZED SOFTWARE SOLUTIONS, DIGITAL TRANSFORMATION AND OTHER SERVICES DIRECTLY RELATED TO COGNIZANT'S BUSINESS AT A THIRD-PARTY CLIENT WORK SITE AND IS DISTINGUISHABLE FROM A THIRD-PARTY PLACEMENT/"JOB SHOP" MODEL

The Cognizant organization, not its individual employees, provide customized Digital, IoT, IT solutions, business processing and consulting services to 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 is controlled 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 a small percentage 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 below.

Cognizant has the employer-employee relationship, i.e., hires, fires, pays, supervises or otherwise controls the work of its employees. Employment with Cognizant is not a "job shop" consulting agreement. In sharp contrast, Cognizant employees render services to Cognizant, and function at all times under the direction and control of Cognizant's management. Contact with clients by a

Cognizant employee will in no manner affect his/ her employment conditions and terms with Cognizant. Only management employees of Cognizant will be responsible for Cognizant employees' job duties and performance. The management of Cognizant will have discretion over the hiring, termination, rate of pay, and benefits offered to Cognizant employees. Further, Cognizant employees are supervised, trained, and performance is evaluated by the assigned Cognizant manager, who is also a full-time employee of Cognizant.

ALL COGNIZANT EMPLOYEES ARE MANAGED BY COGNIZANT MANAGERS

Cognizant <u>directly</u> hires, pays, supervises, or 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 direction and control of Cognizant management. Indeed, Cognizant is among the majority 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/ or 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.

Cognizant Technology Solutions U.S. Corp.

Maryann Palazzolo
Associate General Counsel
Senior Director
(908) 914-7081
Maryann.Palazzolo@Cognizant.com

THE UNITED STATES OF AMERICA

RECEIVED MAR 1 4 2022

Receipt Number		Case Type
WAC2204850607		I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date	**Priority Date**	**Petitioner**
11/17/2021		COGNIZANT TECH SOLUTIONS US CORP
Notice Date	**Page**	Blanket Petition
03/08/2022	1 of 1	

COGNIZANT TECH SOLUTIONS US CORP
c/o MARYAM PALAZZOLO 255534
211 QUALITY CIR
COLLEGE STATION TX 77845

Notice Type: Approval Notice
Class: Blanket Petition
Valid from 03/07/2022 to Indefinitely (INDEF)

The above blanket petition is approved. Petition approval does not authorize the employment or training of any specific employee. When a worker is granted "L" nonimmigrant status based on this petition, he or she can work for the petitioner, but only as detailed in the individual Form I-129 or I-129S petition for the period authorized.

To include an individual employee as an intra-company transferee, the particular U.S. entity that wishes to employ the foreign worker should follow the instruction below that best fits the employee's situation.

If the employee is outside the U.S. and requires a visa, the U.S. entity that wishes to employ the foreign worker must complete Form I-129S, Nonimmigrant Petition based on Blanket L Petition. The employee must present the I-129S to an American consulate or embassy as part of an L-1 visa application.

If the employee is outside the U.S. and is visa exempt, the U.S. entity that wishes to employ the foreign worker must complete Form I-129S, Nonimmigrant Petition based on Blanket L Petition. If the employee is eligible under the U.S.-Canada Free Trade Agreement, the employee may present the I-129S directly at a U.S. port of entry as part of an application for admission in L-1 status. Otherwise, the U.S. entity should file the I-129S at the appropriate Service Center.

If the employee is in the U.S. in other than L-1 status and wishes to change status to L-1, the U.S. entity wishing to employ the foreign worker must complete a Form I-129, Petition for a Nonimmigrant Worker, and file it at the appropriate Service Center which processed the original blanket petition to request a change to L-1 status for the worker. These same requirements apply to a request for extension of stay on behalf of an employee who is currently in valid L-1 status.

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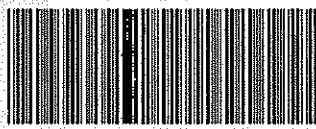
The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO) at the Small Business Administration. The ONO assists small businesses with issues related to federal regulations. If you are a small business with a comment or complaint about regulatory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

NOTICE: Although this application or petition has been approved, USCIS and the U.S. Department of Homeland Security reserve the right to verify this information before and/or after making a decision on your case so we can ensure that you have complied with applicable laws, rules, regulations, and other legal authorities. We may review public information and records, contact others by mail, the internet or phone, conduct site inspections of businesses and residences, or use other methods of verification. We will use the information obtained to determine whether you are eligible for the benefit you seek. If we find any derogatory information, we will follow the law in determining whether to provide you (and the legal representative listed on your Form G-28, if you submitted one) an opportunity to address that information before we make a formal decision on your case or start proceedings.

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

USCIS encourages you to sign up for a USCIS online account. To learn more about creating an account and the benefits, go to https://www.uscis.gov/file-online.

California Service Center
U.S. CITIZENSHIP & IMMIGRATION SVC
P.O. Box 30111
Laguna Niguel CA 92607-0111

USCIS Contact Center: www.uscis.gov/contactcenter

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
Cognizant Technology Solutions de Argentina S.R.L.	Argentina
Softvision SAS	Argentina
Adaptra Group Holdings Pty Limited	Australia
Adaptra Group Pty Limited	Australia
Cognizant Technology Solutions Australia Pty Ltd.	Australia
Collaborative Solutions Asia-Pacific Pty Ltd.	Australia
Collaborative Solutions Australia Pty Ltd.	Australia
Contino Pty Ltd	Australia
Odecee Pty Limited	Australia
Odecee Unit Trust	Australia
SAASFOCUS PTY LTD	Australia
Servian (Victoria) Pty Ltd.	Australia
Servian Group (Holdings) Pty Ltd	Australia
Servian Managed Services Pty Ltd	Australia
Servian Pty Ltd	Australia
Servian Services Pty Ltd	Australia
SVN Bidco Pty Ltd	Australia
SVN HoldCo Pty Ltd.	Australia
Softvision Australia Pty Ltd	Australia
Cognizant Technology Solutions Austria GmbH	Austria
Cognizant Technology Solutions Belgium SA	Belgium
Hedera Consulting BVBA	Belgium
Hedera Group BVBA	Belgium
Hedera Insights BVBA	Belgium
Zenith Technologies BVBA	Belgium
Cognizant Serviços de Tecnologia e Software do Brasil S/A	Brazil
IC Brasil Consultoria Ltda.	Brazil
Software Paradigms International Sistemas de Informatica Ltda	Brazil
Cognizant Technology Solutions Canada, Inc.	Canada

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
Cognizant Technology Solutions (Québec) Inc.	Canada
Softvision Canada, ULC OA Momentus Software	Canada
Cognizant Technology Solutions de Chile SpA	Chile
Cognizant Mobility (Shanghai) Co., Ltd.	China
Cognizant Mobility (Shanghai) Co., Ltd., Beijing Branch	China
Cognizant Mobility Electronics (Shanghai) Co., Ltd. Chongqing Branch	China
Cognizant Mobility Electronics (Shanghai) Co. Ltd. Nanjing Branch,	China
Cognizant Technology Solutions (Dalian) Co., Ltd.	China
Cognizant Technology Solutions (Shanghai) Co., Ltd,	China
Cognizant Technology Solutions (Shanghai) Co., Ltd. Shenzen Branch	China
Cognizant Technology Solutions (Shanghai) Co., Ltd. Beijing Branch	China
Cognizant Technology Solutions (Shanghai) Co., Ltd. Tianjin Branch	China
ZT Automation Limited	China
Cognizant Technology Solutions Colombia S.A.S.	Columbia
Cognizant Technology Solutions de Costa Rica Sociedad de Responsabilidad Limitada	Costa Rica
Wellworth Limited	Cyprus
Cognizant Technology Solutions s.r.o.	Czech Republic
Cognizant Technology Solutions Denmark ApS	Denmark
New Signature Denmark ApS	Denmark
Cognizant El Salvador, Sociedad Anonima De Capital Variable (formerly Hello Centric, Sociedad Anonima De Capital Variable)	El Salvador
Cognizant Technology Solutions Finland Oy	Finland
Oy Samlink Ab	Finland
Samlink Technology Solutions Finland Oy	Finland
Cognizant Business Consulting SAS (Formerly Equinox Consulting SAS)	France
Cognizant France SAS	France
Cognizant Horizon Finanical Services	France
Cognizant Technology Solutions France SAS	France
El-Management SAS	France
El-Technologies France SAS	France

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
EI-Workplace SAS	France
Entrepreneurs et Investisseurs Technologies SAS	France
Cognizant Deutschland GmbH	Germany
Cognizant Energy and Financial Services Consulting GmbH (Formerly PSC Management Consulting GmbH)	Germany
Cognizant Mobility GmbH	Germany
Cognizant Technology Solutions GmbH	Germany
Netcentric Deutschland GmbH	Germany
Zenith Technologies GmbH	Germany
Zone GMBH	Germany
Cognizant Technology Solutions Guatemala Limitada	Guatemala
Cognizant Technology Solutions Hong Kong Limited	Hong Kong
Cognizant Technology Solutions Hungary Kft.	Hungary
Arrow Designs India Private Limited	India
Cognizant Global Services Private Limited	India
Cognizant Technology Solutions India Private Limited	India
Collabie Solutions India Private Limited	India
Medfin India Private Limited	India
SaaSforce Consulting Private Limited	India
Softvision Software Paradigms Private Limited	India
Software Paradigms (India) Financial Services Private Limited	India
Software Paradigms Infotech Private Limited	India
TQS Integration Private Limited	India
Ygyan Consulting Private Limited	India
Zentek Export Engineering Private Limited	India
Cognizant Technology Solutions Ireland Limited	Ireland
Collaborative Solutions EMEA Limited	Ireland
Linture Limited	Ireland
LZ Lifescience Limited	Ireland
Merit Software (Utility) Limited	Ireland

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
Merit Software Holdings Limited	Ireland
Merit Software Limited	Ireland
Talrick Limited	Ireland
TQS Integration Limited	Ireland
Vedsul Limited	Ireland
Zenith Information Systems Limited	Ireland
Zenith Technologies Limited	Ireland
ZT Learning Limited	Ireland
Branch office in Israel – Cognizant (GB) Limited	Israel
Cognizant Technology Solutions Italia, S.p.A.	Italy
Cognizant Japan KK	Japan
Cognizant Business Services Limited	Jersey
Cognizant Technology Solutions Jersey Limited	Jersey
Sterling Bidco Limited	Jersey
Sterling Topco Limited	Jersey
Branch Office in Kenya - Cognizant (GB) Limited	Kenya
Cognizant Technology Solutions Asia Pacific Pte. Ltd. (Korean Branch)	Korea
Cognizant (GB) Limited filiale Latvija	Latvia
Cognizant Technology Solutions Lithuania, UAB (formerly known as Storebrand Baltic, UAB)	Lithuania
Evoco, UAB	Lithuania
Cognizant Technology Solutions Belgium, Luxembourg Branch	Luxembourg
Cognizant Technology Solutions Luxembourg S.à r.l	Luxembourg
CogDev Malaysia SDN. BHD.	Malaysia
CogDev Malaysia SDN. BHD.	Malaysia
Cognizant Oil and Gas Consulting Services Malaysia SDN. BHD. (Formerly Frontica Business Solutions SDN BHD)	Malaysia
Cognizant (Mauritius) Ltd	Mauritius
Cognizant Technology Solutions Ltd.	Mauritius
Idea Couture Latin America, S.A.P.I. de C.V.	Mexico
Cognizant Consulting SARL (formerly, Equinox-Cognizant SARL, formerly Marex Consulting SARL)	Morocco

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
Cognizant Technology Solutions (Netherlands) B.V.	Netherlands
Cognizant Technology Solutions B.V.	Netherlands
Cognizant Technology Solutions Benelux B.V.	Netherlands
Hedera Consulting B.V.	Netherlands
inawisdom Europe B.V.	Netherlands
Netcentric Benelux BV	Netherlands
Cognizant Technology Solutions New Zealand Limited	New Zealand
Collaborative Solutions New Zealand Limited	New Zealand
Servian New Zealand Ltd.	New Zealand
Branch office in Norway - Cognizant Technology Solutions Lithuania, UAB	Norway
Cognizant Accounting Services Norway AS	Norway
Cognizant Business Services Norway AS	Norway
Cognizant Oil and Gas Consulting Services Norway AS	Norway
Cognizant Technology Solutions Norway AS	Norway
Cognizant Technology Solutions Philippines, Inc.	Philippines
Collaborative Solutions Inc.	Philippines
Magenic Manila, Inc	Philippines
MediCall Philippines, Inc.	Philippines
Cognizant Technology Solutions Poland sp. z o. o. w organizacji	Poland
Cognizant Technology Solutions Portugal, Unipessoal LDA	Portugal
Cognizant Mobility Romania S.R.L.	Romania
Netcentric Eastern Europe S.R.L.	Romania
Softvision SRL	Romania
Cognizant Technology Solutions Saudi LLC	Saudi Arabia
Cognizant Technology Solutions Asia Pacific Pte. Ltd.	Singapore
Cognizant Worldwide Limited (Singapore Branch)	Singapore
Servian Singapore Pte	Singapore
SPI Eurasia Pte. Ltd.	Singapore
Zentek Engineering Pte Limited	Singapore

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
Cognizant Technology Solutions Slovakia, s.r.o.	Slovakia
Cognizant Technology Solutions South Africa (Proprietary) Limited	South Africa
Cognizant Technology Solutions Spain, S.L.	Spain
Equinox Consulting, S.A.	Spain
Netcentric Iberica SLU	Spain
TQS Integration Espana SLU	Spain
CogDev Solutions AB	Sweden
Cognizant Technology Solutions Sweden AB	Sweden
Branch in Wallisellen - Enterprise Services AG	Switzerland
Cognizant Technology Solutions AG	Switzerland
Enterprise Services AG	Switzerland
Netcentric AG	Switzerland
TQS Integration AG	Switzerland
Zenith Technologies GmbH	Switzerland
Cognizant Technology Solutions (Thailand) Co., Ltd.	Thailand
Branch office in Abu Dhabi - Cognizant Technology Solutions Overseas Corporation	United Arab Emirates
Branch Office in Dubai - CTS Overseas Corp	United Arab Emirates
Cognizant (GB) Limited (Formerly PIPC Global Holding Company Limited)	United Kingdom
Cognizant Business Services UK Limited	United Kingdom
Cognizant Holdings UK Limited	United Kingdom
Cognizant Oil and Gas Consulting Services UK Ltd	United Kingdom
Cognizant Technology Solutions Global Services Limited	United Kingdom
Cognizant Worldwide Limited (Formerly Cognizant Technology Solutions UK Limited)	United Kingdom
Collaborative Solutions Europe Limited	United Kingdom
Contino Solutions Limited	United Kingdom
Inawisdom Ltd.	United Kingdom
KIS IS UK Limited	United Kingdom
Merit Research Limited	United Kingdom
New Signature UK Limited	United Kingdom

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
Netcentric UK Ltd	United Kingdom
Servian Consulting Limited	United Kingdom
Softvision U.K. Limited	United Kingdom
TQS Integration UK Limited	United Kingdom
Zentek Engineering (UK) Limited	United Kingdom
Zone Limited	United Kingdom
ZT Learning (UK) Limited	United Kingdom
Allocable, LLC	United States of America
Arrow Consulting & Design, LLC	United States of America
Arrow Digital International, LLC	United States of America
Arrow Digital Ukraine, LLC	United States of America
Arrow Digital, LLC	United States of America
Avectus Healthcare Solutions, LLC	United States of America
BHS Hospital Services, Inc.	United States of America
BHS India Holdings, Inc.	United States of America
BHS India Holdings, LLC	United States of America
BHS Physician Services, Inc.	United States of America
Cognizant Business Services Corporation	United States of America
Cognizant Domestic Holdings Corporation	United States of America
Cognizant Healthcare Services, LLC	United States of America
Cognizant International Holdings Corporation	United States of America
Cognizant Mobility, Inc.	United States of America
Cognizant Mortgage Services Corporation	United States of America
Cognizant Oil and Gas Consulting Services U.S. Inc.	United States of America
Cognizant Technology Solutions Corporation	United States of America
Cognizant Technology Solutions Holdings LLC	United States of America
Cognizant Technology Solutions Overseas Corporation	United States of America
Cognizant Technology Solutions Services, LLC	United States of America
Cognizant Technology Solutions U.S. Corporation	United States of America

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
Cognizant TriZetto Software Group, Inc. (Formerly TriZetto Corporation)	United States of America
Cognizant Worldwide Limited (US Branch)	United States of America
Collaborative Solutions Northern Holdings, LLC	United States of America
collaborative solutions, LLC	United States of America
Collaborative Solutions MidCo, LLC	United States of America
Collaborative Solutions Holdings, LLC	United States of America
Collaborative Solutions APJ, LLC	United States of America
Contino US, LLC	United States of America
Contino Holdings, Inc.	United States of America
CSS Investment LLC	United States of America
Double Prime, LLC	United States of America
Hotcakes Commerce LLC	United States of America
LZ Lifescience US Inc.	United States of America
MediCall	United States of America
Mustache TV LLC	United States of America
Mustache, LLC	United States of America
PROSPECTIVE PAYMENT SPECIALISTS, INC.	United States of America
Receivables Outsourcing, LLC	United States of America
ROI Access Management Services, LLC	United States of America
ROI Holding Company, LLC	United States of America
Shiloh Technologies, LLC	United States of America
Softvision Canada, LLC	United States of America
Softvision Consulting, LLC	United States of America
Softvision Partner LLC	United States of America
SPI Brazil I, LLC	United States of America
SPI Brazil II, LLC	United States of America
SPI Eurasia, LLC	United States of America
TriZetto Provider Solutions, LLC	United States of America
TQS Integration LLC	United States of America

COGNIZANT ENTITIES AS OF JANUARY 18, 2022

LEGAL ENTITY	COUNTRY
ZT Learning Inc.	United States of America