

August 07, 2019

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

Re: *Satish Shanmugavadivel Mohanasundaram*

Dear Sir:

This letter describes my understanding of the service agreement between Cognizant Technology Solutions U.S. Corp. ("Cognizant") and Northwestern Mutual, specifically, in reference to Mr. Satish Shanmugavadivel Mohanasundaram. Presently, I hold the position of Assistant Director – Sourcing & Procurement* at Northwestern Mutual.

Cognizant and Northwestern Mutual have entered into a Master Service Agreement ("MSA") that is valid until it is terminated by either Northwestern Mutual or Cognizant. Northwestern Mutual and Cognizant specify new service orders, extensions, and/or modifications via contractual vehicles, including, but not limited to, Statements-of-Work ("SOW"). Under this MSA, there are several active projects, so at any given time there may be simultaneous active projects under various SOWs and/or other instruments. We note that a given SOW may be based on defined milestones, driven by financial reporting or other factors, and may not encompass the full duration of the relevant service.

In this instance, we understand that Cognizant is sponsoring Mr. Satish Shanmugavadivel Mohanasundaram for work visa status to support direct employment with Cognizant and intends to have Mr. Satish Shanmugavadivel Mohanasundaram support an assignment pursuant to our MSA. Mr. Satish Shanmugavadivel Mohanasundaram will perform his Cognizant job duties at our office located at 720 E Wisconsin Ave, Milwaukee, WI 53202. We forecast that such service support will continue through 12/31/2020 subject to budget and performance.

Cognizant directly employs and controls all Cognizant employees, whether onsite at our facility, at a Cognizant office, or a Cognizant employee's home office. The on-going performance communication will take place between the Cognizant employee and that employee's Cognizant manager. To be clear, Mr. Satish Shanmugavadivel Mohanasundaram will be evaluated by Cognizant managers only. In no way will Northwestern Mutual employ those individuals, or function as their employer.

Cognizant managers will direct and control Mr. Satish Shanmugavadivel Mohanasundaram's work activities. Northwestern Mutual has limited visibility of the day-to-day work activities of any given Cognizant employee. Accordingly, the most accurate and detailed description of a prospective or in-fact Cognizant employee's work activities may be obtained from Cognizant.

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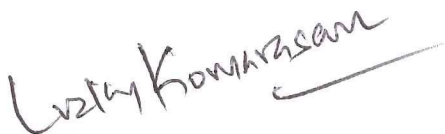
My understanding is that generally Mr. Satish Shanmugavadivel Mohanasundaram's duties will include the following:

- Understand the current IT application supporting the iRequest/JML system and prepare the architecture of the system.
- Develop new forms and workflows for the iRequest/JML system using tools/technologies like, C3, .Net, Rapid SQL, SQL Server, Git Hub, JIRA, Cherwell, Agile Craft
- Work on reports and health check of the system during the business hours and off hours to support the application.
- Gather requirements for new development and enhancements and perform application enhancements of the iRequest system.
- Service all user requests/user incidents logged in Cherwell and ensure timely closure as per agreed service level.
- Apply innovative ideas and contribute to reduce operational costs.
- Work with the QA team each release to track and close all defects for a smooth deployment to production.
- Analyze and design solutions to resolve production problem issues.
- Collaborate with vendor for any critical production issues and execute all upgrades/patches for the supported vendor tools.
- Work with offshore teams on daily scrum activities and ensure timely delivery.
- Collaborate with various client teams for production deployments and testing the application in various environments after deployment to ensure stable release.

Mr. Satish Shanmugavadivel Mohanasundaram will apply advanced IT theories and methods to prove the validity of Cognizant's customized concepts and to convey the technical framework to the Cognizant project team for development.

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

Sincerely,



Lucky Komarasan
Assistant Director – Sourcing & Procurement
Northwestern Mutual
414-665-7858