

03 January 2018

United States Citizenship and Immigration Services
USCIS Service Center

Re: Satish Shanmugavadivel Mohanasundaram

Dear Officer:

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

Employment With Cognizant

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

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

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

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media and tools, including reporting and meetings, in person or through technology, such as video conferencing, desktop video, VoIP, mobile phones, and instant messaging, as well as through Cognizant systems and tools.

Satish Shanmugavadivel Mohanasundaram will perform his duties from Northwestern Mutual Insurance office at 720 East Wisconsin Avenue, Milwaukee, WI 53202, USA.

Satish Shanmugavadivel Mohanasundaram's work activities will include:

- Provide high level and low level estimates, depending on the nature of changes.
- Gather the requirements for any changes.
- Break the business requirements into technical requirements.
- Coordinate with offshore team.
- System test the changes.
- Unit test each change defined in requirements.
- Support UA (User Acceptance) testing.
- Support deployment by creating instructions.

Cognizant's practice of entering into MSAs, and other contractual agreements that are under the governance of the relevant MSA, with our clients is premised on a host of business and legal concepts. Many of these business and legal considerations serve as the underlying basis for a validity period of the agreement, which may not be representative of the full length or duration of our client relationship and Cognizant's provision of services. Indeed, most of our short term agreements entered into under the governing MSA are renewed subsequent to negotiations between our clients and Cognizant, either prior to or after the expiration of the existing short term agreement. One consideration for Cognizant limiting the validity of a customer agreement is risk of payment default, specifically bankruptcy where a court could require that Cognizant continue to provide services if our agreement is in effect on the date the of bankruptcy petition filing. Another example involves a warranty that begins only once the specified phase of the work is completed whereas a longer duration agreement would essentially extend the warranty to the interim services which is not commercially reasonable for Cognizant. We forecast that Satish Shanmugavadivel Mohanasundaram will be required to support our engagement with Northwestern Mutual Insurance through 12/31/2019.

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

Sincerely,



Dilip Sivasankar
Engagement Partner
Phone: +1(201) 675-4598