ORIGIN ID:CLLA (979) 691-7700
GLOBAL MOBILITY TEAM
COGNIZANT TECHNOLOGY SOLUTION
211 QUALITY CIRCLE

COLLEGE STATION, TX 77845
UNITED STATES US

SHIP DATE: 26FEB16
ACTWGT: 3.00 LB
CAD: 105908185/WSXI2800
DIMS: 12x15x2 IN

BILL SENDER

TO **ATTN:H-1B CAP**
USCIS-VERMONT SVC CTR
4 LEMNAH DR

ST. ALBANS VT 05479

(201) 801-0233 REF: KBAAB195217-1
INV:
PO: DEPT: GLOBAL MOBILITY

540J1/97D7/727F

FedEx Express

J161016020501uv

MON - 29 FEB 12:00P
PRIORITY OVERNIGHT

TRK# 0201 **7824 6883 0332**

SB INPA

05479
VT-US BTV

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

March 31, 2016

U.S. Department of Homeland Security
U.S. Citizenship and Immigration Services
Vermont Service Center
ATTN: H-1B Cap
4 Lemnah Drive
St. Albans, VT 05479-0001

RE: REQUEST FOR REGULAR PROCESSING SERVICE
Form I-129 Petition for a Nonimmigrant Worker (H-1B)
Petitioner: Cognizant Technology Solutions US Corporation ("Cognizant")
Beneficiary: Mr. Tusar BISWAS

Dear Officer:

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

1. Form I-129 with relevant supplements;

2. Labor Condition Application certified by the U.S. Department of Labor;

3. Cognizant's support letter;

4. Supporting documents;

5. Filing fee payment in the amount of $325 (Form I-129 base fee); $1,500 (ACWIA Fee), $500 (anti-fraud fee) and $4,000 Public Law 111-230(50/50 Rule) Fee.

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

Sincerely,
Cognizant Technology Solutions US Corporation

William Hanratty
Immigration Specialist

Petition for a Nonimmigrant Worker

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

USCIS
Form I-129
OMB No. 1615-0009
Expires 10/31/2016

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

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

Part 1. Petitioner Information

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

1. Legal Name of Individual Petitioner

Family Name (last name):
Given Name (first name):
Middle Name:

2. Company or Organization Name

Cognizant Technology Solutions US Corporation

3. Mailing Address of Individual, Company or Organization

In Care Of Name: 271935 - KBAAB195217-1 - William Hanratty, Immigration Specialist

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

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

Province:
Postal Code:
Country: USA

4. Contact Information

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

5. Other Information

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

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

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

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

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

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

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

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

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

   N/A

2. **Provide Name of Beneficiary**

Family Name (last name)	Given Name (first name)	Middle Name
BISWAS	Tusar	

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

Family Name (last name)	Given Name (first name)	Middle Name

4. **Other Information**

Date of birth (mm/dd/yyyy): 10/18/1985

Gender: [x] Male [ ] Female

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

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

Alien Registration Number (A-Number)
► A-

Country of Birth
India

Province of Birth
West Bengal

Country of Citizenship or Nationality
India

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

Date of Last Arrival (mm/dd/yyyy)
N/A

I-94 Arrival-Departure Record Number
►

Passport or Travel Document Number

Date Passport or Travel Document Issued (mm/dd/yyyy)

Date Passport or Travel Document Expires (mm/dd/yyyy)

Passport or Travel Document Country of Issuance

Current Nonimmigrant Status

Date Status Expires or D/S (mm/dd/yyyy)

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

Employment Authorization Document (EAD) Number (if any)

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

Street Number and Name

Apt. Ste. Flr. ☐ ☐ ☐ Number

City or Town

State

ZIP Code

Part 4. Processing Information

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

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

b. Office Address (City)
Kolkata

c. U.S. State or Foreign Country
India

d. Beneficiary's Foreign Address

Street Number and Name
5/4, Purbachal Link Road

Apt. Ste. Flr. ☐ ☐ ☐ Number

City or Town
Kolkata

State
West Bengal

Province
West Bengal

Postal Code
700078

Country
India

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

Part 4. Processing Information (continued)

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

☐ Yes. If yes, how many? ▶ ☒ No

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

☐ Yes. If yes, how many? ▶ ☒ No

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

☐ Yes. If yes, how many? ▶ ☒ No

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

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

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

☐ Yes. If yes, how many? ▶ ☒ No

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

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

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

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

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

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

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

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

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

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

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

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

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

N/A

Part 5. Basic Information About the Proposed Employment and Employer

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

1. Job Title

Systems Analyst

2. LCA or ETA Case Number

I-200-15350-967945

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

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

Street Number and Name: SunTrust Banks, Inc. - 303 Peachtree St NE

Apt. ☐ Ste. ☐ Flr. ☐ Number:

City or Town: Atlanta

State: GA

ZIP Code: 30308

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

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

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

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

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

9. Wages: $ 60,000.00 per (Specify hour, week, month, or year) ▶ Year

10. Other Compensation (Explain)

Usual Fringe Benefit

11. Dates of intended employment From: (mm/dd/yyyy) 10/01/2016 To: (mm/dd/yyyy) 06/15/2019

12. Type of Business: Computer and Software Consultancy

13. Year Established: 1994

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

15. Gross Annual Income: $12.42 billion +

16. Net Annual Income:

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

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

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

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

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

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

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

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

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

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

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

1. Name and Title of Authorized Signatory

Family Name (last name): Hanratty

Given Name (first name): William

Title: Immigration Specialist

2. Signature and Date

Signature of Authorized Signatory: Hide Signature

Date of Signature (mm/dd/yyyy): 03/31/2016

3. Signatory's Contact Information

Daytime Telephone Number: (201) 966-1249

Email Address (if any): Hcap@Cognizant.com

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

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

Provide the following information concerning the preparer:

1. Name of Preparer

Family Name (last name):

Given Name (first name):

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

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

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

3. Preparer's Mailing Address

Street Number and Name

Apt. ☐ Ste. ☐ Flr. ☐ Number

City or Town

State

ZIP Code

Province

Postal Code

Country

4. Preparer's Contact Information

Daytime Telephone Number

Fax Number

Email Address (if any)

Preparer's Declaration

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

5. Signature and Date

Signature of Preparer Hide Signature

Date of Signature (mm/dd/yyyy)

Part 9. Additional Information About Your Petition For Nonimmigrant Worker

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

1. A-Number ► **A-**

2. **Page Number** 4 **Part Number** 5 **Item Number** 2

Click here to go back

Please see addendum
Please see addendum

3. **Page Number** **Part Number** **Item Number**

4. **Page Number** **Part Number** **Item Number**

March 31, 2016

H Classification Supplement to Form I-129

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

USCIS
Form I-129
OMB No. 1615-0009
Expires 10/31/2016

1. Name of the Petitioner

Cognizant Technology Solutions US Corporation

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

2.a. Name of the Beneficiary

Tusar BISWAS

OR

2.b. Provide the total number of beneficiaries One

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

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

Subject's Name	Period of Stay *(mm/dd/yyyy)* From	To
N/A		

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

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

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

[ ] Yes [x] No

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

[ ] Yes [x] No

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

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

7.b. Explanation

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

1. Describe the proposed duties.

Please see support letter

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

Total years of IT experience - 5 years

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

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

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

Signature of Petitioner	**Name of Petitioner**	**Date** *(mm/dd/yyyy)*
	William Hanratty- Immigration Specialist	03/31/2016

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

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

Signature of Authorized Official of Employer	**Name of Authorized Official of Employer**	**Date** *(mm/dd/yyyy)*
	William Hanratty- Immigration Specialist	03/31/2016

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

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

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

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

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

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

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

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

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

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

USCIS
Form I-129
OMB No. 1615-0009
Expires 10/31/2016

1. Name of the Petitioner

Cognizant Technology Solutions US Corporation

2. Name of the Beneficiary

Tusar BISWAS

Section 1. General Information

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

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

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

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

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

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

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

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

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

☐ **a.** NO DIPLOMA

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

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

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

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

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

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

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

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

3. Major/Primary Field of Study

COMPUTER INFORMATION SYSTEMS AND ENGINEERING

4. Rate of Pay Per Year

$60,000.00

5. DOT Code

030 3 0

6. NAICS Code

541512 1 5 1 2

Section 2. Fee Exemption and/or Determination

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

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

2. Are you a nonprofit organization or entity related to or affiliated with an institution of higher education, as defined in section 101(a) of the Higher Education Act of 1965, 20 U.S.C. 1001(a)? ☐ Yes ☒ No

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

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

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

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

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

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

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

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

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

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

NOTE: A petitioner seeking initial approval of H-1B nonimmigrant status for a beneficiary, or seeking approval to employ an H-1B nonimmigrant currently working for another employer, must submit an additional **$500** Fraud Prevention and Detection fee. For petitions filed before October 1, 2015, an additional fee of **$2,000** must be submitted if you responded yes to **Item Numbers 1.d. and 1.d.1. of Section 1** of this supplement. This **$2,000** fee was mandated by the provisions of Public Law 111-230, as amended by Public Law 111-347.

The Fraud Prevention and Detection Fee and the Public Law 111-230 fee do not apply to H-1B1 petitions. **These fees, when applicable, may not be waived.** You must include payment of the fee(s) when you submit this form. Failure to submit the fee(s) when required will result in rejection or denial of your submission. *Each of these fee(s) should be paid by separate check(s) or money order(s).*

Section 3. Numerical Limitation Information

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

☒ **a.** CAP H-1B Bachelor's Degree

☐ **b.** CAP H-1B U.S. Master's Degree or Higher

☐ **c.** CAP H-1B1 Chile/Singapore

☐ **d.** CAP Exempt

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

a. Name of the United States institution of higher education

b. Date Degree Awarded

c. Type of United States Degree

d. Address of the United States institution of higher education

Street Number and Name

Apt. ☐ Ste. ☐ Flr. ☐ Number

City or Town

State

ZIP Code

Section 3. Numerical Limitation Information *(continued)*

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

☐ **a.** The petitioner is an institution of higher education as defined in section 101(a) of the Higher Education Act, of 1965, 20 U.S.C. 1001(a).

☐ **b.** The petitioner is a nonprofit entity related to or affiliated with an institution of higher education as defined in section 101(a) of the Higher Education Act of 1965, 20 U.S.C. 1001(a).

☐ **c.** The petitioner is a nonprofit research organization or a governmental research organization as defined in 8 CFR 214.2(h)(19)(iii)(C).

☐ **d.** The petitioner will employ the beneficiary to perform job duties at a qualifying institution (see **Item Numbers 3.a. - 3.c.** above) that directly and predominately furthers the normal, primary, or essential purpose, mission, objectives, or function of the qualifying institution, namely higher education or nonprofit or government research.

☐ **e.** The petitioner is requesting an amendment to or extension of stay for the beneficiary's current H-1B classification.

☐ **f.** The beneficiary of this petition is a J-1 nonimmigrant physician who has received a waiver based on section 214(l) of the Act.

☐ **g.** The beneficiary of this petition has been counted against the cap and: **(1)** was previously granted status as an H-1B nonimmigrant in the past 6 years, **(2)** is applying from abroad to reclaim the remaining portion of the 6 years, or **(3)** is seeking an extension beyond the 6-year limitation based upon sections 104(c) or 106(a) of the American Competitiveness in the Twenty-First Century Act (AC21).

☐ **h.** The petitioner is an employer subject to the Guam-CNMI cap exemption pursuant to Public Law 110-229.

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

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

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

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

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

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

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

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

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

☑ Yes ☐ No

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

☑ Yes ☐ No

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

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

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

Case Number: I-200-15350-967945 Case Status: CERTIFIED Period of Employment: 06/15/2016 to 06/15/2019

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

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

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

A. Employment-Based Nonimmigrant Visa Information

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

B. Temporary Need Information

1. Job Title * SYSTEMS ANALYST JC65		
2. SOC (ONET/OES) code * 15-1121	3. SOC (ONET/OES) occupation title * COMPUTER SYSTEMS ANALYSTS	
4. Is this a full-time position? * ☑ Yes ☐ No	**Period of Intended Employment**	
	5. Begin Date * *(mm/dd/yyyy)* 06/15/2016	6. End Date * *(mm/dd/yyyy)* 06/15/2019

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

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

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

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

C. Employer Information

1. Legal business name * COGNIZANT TECHNOLOGY SOLUTIONS U.S. CORPORATION		
2. Trade name/Doing Business As (DBA), if applicable N/A		
3. Address 1 * 211 QUALITY CIRCLE		
4. Address 2 N/A		
5. City * COLLEGE STATION	6. State * TX	7. Postal code * 77845
8. Country * UNITED STATES OF AMERICA	9. Province N/A	
10. Telephone number * 9796917700	11. Extension N/A	
12. Federal Employer Identification Number (FEIN from IRS) * 133924155	13. NAICS code (must be at least 4-digits) * 541512	

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

D. Employer Point of Contact Information

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

1. Contact's last (family) name * GONZALEZ	2. First (given) name * WILFREDO	3. Middle name(s) * DAVID
4. Contact's job title * IMMIGRATION SPECIALIST		
5. Address 1 * 211 QUALITY CIRCLE		
6. Address 2 N/A		
7. City * COLLEGE STATION	8. State * TX	9. Postal code * 77845
10. Country * UNITED STATES OF AMERICA	11. Province N/A	
12. Telephone number * 9793296697	13. Extension N/A	14. E-Mail address LCA.IMMIGRATION@COGNIZANT.COM

E. Attorney or Agent Information (If applicable)

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

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

F. Rate of Pay

1. Wage Rate (Required) From: $ 60000.00 * To: $ N/A	2. Per: (Choose only one) * ☐ Hour ☐ Week ☐ Bi-Weekly ☐ Month ☑ Year

G. Employment and Prevailing Wage Information

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

a. Place of Employment 1

1. Address 1 * 300 GALLERIA PKWY	
2. Address 2	
3. City * ATLANTA	4. County * FULTON
5. State/District/Territory * GA	6. Postal code * 30339

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

7. Agency which issued prevailing wage § N/A	7a. Prevailing wage tracking number (if applicable) § N/A
8. Wage level * ☑ I ☐ II ☐ III ☐ IV ☐ N/A	
9. Prevailing wage * $ 45864.00	10. Per: (Choose only one) * ☐ Hour ☐ Week ☐ Bi-Weekly ☐ Month ☑ Year
11. Prevailing wage source (Choose only one) * ☑ OES ☐ CBA ☐ DBA ☐ SCA ☐ Other	
11a. Year source published * 2015	11b. If "OES", and SWA/NPC did not issue prevailing wage **OR** "Other" in question 11, specify source § OFLC ONLINE DATA CENTER

H. Employer Labor Condition Statements

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

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

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

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

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

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

a. Subsection 1

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

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

b. Subsection 2

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

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

J. Public Disclosure Information

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

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

K. Declaration of Employer

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

1. Last (family) name of hiring or designated official * GONZALEZ	2. First (given) name of hiring or designated official * WILFREDO	3. Middle initial * DAVID
4. Hiring or designated official title * IMMIGRATION SPECIALIST		
5. Signature *	6. Date signed * 12/29/2015	

Case Number: I-200-15350-967945 Case Status: CERTIFIED Period of Employment: 06/15/2016 to 06/15/2019

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

L. LCA Preparer

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

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

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

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

This certification is valid from 06/15/2016 to 06/15/2019.

Certifying Officer
Department of Labor, Office of Foreign Labor Certification

12/22/2015
Determination Date (date signed)

I-200-15350-967945
Case number

CERTIFIED
Case Status

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

N. Signature Notification and Complaints

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

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

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

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

ADDENDUM TO FORM I-129 (PETITION FOR A NONIMMIGRANT WORKER)
PETITIONER: Cognizant Technology Solutions US Corporation (“Cognizant”)
BENEFICIARY: Mr. Tusar BISWAS
VISA CLASSIFICATION: H-1B

MULTIPLE NONIMMIGRANT LCA

In support of the Petition, Cognizant submitted LCA ETA Case No: I-200-15350-967945

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

•Till date, there are no approved petitions for this LCA.

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

March 31, 2016

U.S. Department of Homeland Security
U.S. Citizenship and Immigration Services
Vermont Service Center
ATTN: H-1B Cap
4 Lemnah Drive
St. Albans, VT 05479-0001

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

Dear Officer:

Cognizant Technology Solutions U.S. Corporation offers this statement on behalf of Mr. Tusar Biswas. We seek to employ Mr. Biswas in the specialty occupation position of Systems Analyst, internally designated Associate - Projects for a temporary period of time.

ABOUT COGNIZANT

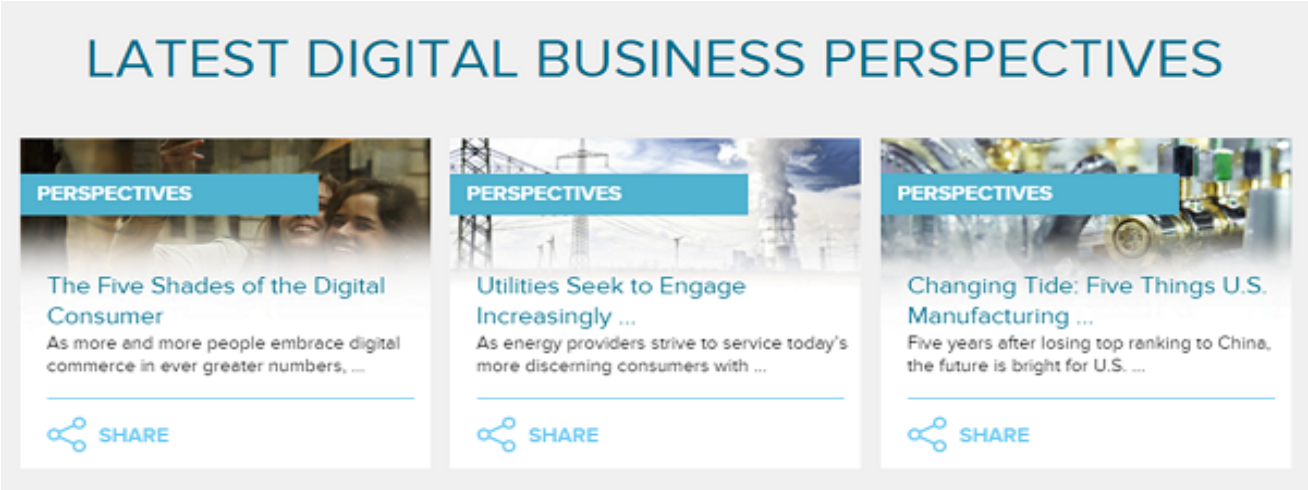
Cognizant Technology Solutions Corporation is a U.S. company that is publicly traded on the NASDAQ stock exchange. It is a member of NASDAQ-100 (CTSH), S&P 500, Forbes Global 2000, and Fortune 500. The company is ranked among the top performing and fastest growing companies in the world, and has made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

- Application services
- Business and technology consulting
- Complex system integration
- Application support
- Business process services
- IT infrastructure and cloud services
- Digital strategy, marketing and operations solutions

- Analytics, Business Intelligence,Customer Relationship Management(CRM), Data Warehousing, Supply Chain Management, Mobility, Engineering and Manufacturing Solutions, Enterprise Resource Planning (ERP), and Quality and Assurance Solutions.

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

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



COGNIZANTI

Challenge conventional wisdom with our best and brightest thinking.

Cognizanti's mission is to provide unique insights, emerging strategies and proven best practices, for an audience of global companies seeking business and IT excellence.

LEARN MORE

SHARE

We are attaching Cognizant's 2014 Annual Report and Form 10-K, an addendum with a description of Cognizant's business model, and invite you to access our website at www.cognizant.com for further details of our global operations.

THE PROPOSED U.S. EMPLOYMENT

Cognizant seeks to directly employ Mr. Biswas, a qualified individual in the specialty occupation position of Systems Analyst, internally designated as Associate - Projects. In this capacity, Mr. Biswas will apply advanced technology and scientific theories and methods specific to networks and/ or computer systems technology to analyze, design, code, perform quality control and engineering, and/ or modify customized application software under the direction of a Cognizant team lead or manager. He also may perform quantitative and qualitative analysis and/or provide business consulting services related to operational processes and best practices. He may perform requirements gathering and/ or develop new applications, as necessary, in conjunction with assignment requirements. Mr. Biswas may coordinate and confer with a Cognizant point of contact offshore on the transmission of technical specifications, and timing and completion of assigned work and deliverables (i.e., agile, waterfall or similar methods).

In his capacity of Systems Analyst, Mr. Biswas will support Cognizant's engagement with SunTrust Banks, Inc. A Cognizant Manager selects the Cognizant employees that will support our client engagements. Likewise, a Cognizant Manager determines what activities each Cognizant employee performs, and supervises and controls the work of those Cognizant employees. In no way does SunTrust Banks, Inc employ those individuals, or function as their employer, even when Cognizant employees are placed at a client's facility. As Cognizant managers direct and

control the Cognizant employees' work activities, SunTrust Banks, Inc has limited visibility of the day-to-day work activities of any given Cognizant employee. Accordingly, the most accurate and detailed description of a Cognizant employee's work activities may be obtain from Cognizant.

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

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

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

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

SPECIALTY OCCUPATION POSITION REQUIREMENTS

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

The U.S. Department of Labor's (DOL) Occupational Outlook Handbook (OOH) for Computer

Systems Analyst, O*Net 15-1121, demonstrates that a specific specialty degree is a requirement for the proffered occupation, specifically:

> Most computer systems analysts have a bachelor's degree in a computer-related field. Because these analysts also are heavily involved in the business side of a company, it may be helpful to take business courses or major in management information systems.
>
> Some employers prefer applicants who have a master's degree in business administration (MBA) with a concentration in information systems. For more technically complex jobs, a master's degree in computer science may be more appropriate.
>
> Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2014-2015 Edition*, Computer Systems Analysts on the internet at: http://www.bls.gov/ooh/computer-and-information-technology/computer-systems-analysts.htm

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

THE BENEFICIARY

Because of his education and/ or experience, Mr. Biswas is well qualified to hold the specialty occupation position of Systems Analyst, internally designated as Associate - Projects. Specifically, Mr. Biswas was awarded a Bachelor's Degree in Chemical Engineering by The West Bengal University of Technology, India and Master's Degree in Chemical Engineering by Jadavpur University, India. Photocopies of Mr. Biswas's degree certificates, transcripts, and related documents are enclosed. Mr. Biswas's credentials have been recognized as equivalent to a U.S.Bachelor of Science Degree with a Dual Major in Computer Information Systems and Engineering Master of Science Degree in Engineering as attested to by a distinguished, and reputable independent evaluator. We attach the equivalency evaluation, and documentation of the independent evaluator's credentials. The evaluator has provided a credible and logical

equivalency determination based on Mr. Biswas's credentials as well as credible resource material, including, but not limited to, the American Association of Collegiate Registrars and Admissions Officers (AACRAO) EDGE database.

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

CONCLUSION

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

- Statement from a Cognizant Manager of Human Resources attesting that Mr. Biswas is entitled to receive standard Cognizant employee benefits.
- Cognizant's employee handbook related to our policies and procedures specific to the fair and consistent treatment of our employees.
- Cognizant's employee appraisal system, designed to enhance communications, provide a forum to effectively address performance, and improve employee morale.
- An expert opinion letter attesting to the nature of Cognizant's business and our need for professional specialty occupation workers.
- Cognizant's 2014 Annual Report and Form 10-K.
- Master Service Agreement (MSA) between Cognizant and SunTrust Banks, Inc as well as a Statement of Work or similar engagement document as a sampling of our continuous revenue generation leading to our continuous business growth.

We respectfully submit that Mr. Biswas is qualified to assume the specialty occupation position of Systems Analyst internally designated as Associate - Projects.

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

Sincerely,
Cognizant Technology Solutions U.S. Corporation

William Hanratty
Immigration Specialist

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College Station, TX 77845
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ADDENDUM FOR COGNIZANT'S H-1B PETITION

OUR COMPANY

Cognizant Technology Solutions Corporation is a U.S. company that is publicly traded on the NASDAQ stock exchange. It is a member of NASDAQ-100 (CTSH), S&P 500, Forbes Global 2000, and Fortune 500. The company is ranked among the top performing and fastest growing companies in the world, and has made the "Forbes Fast Tech 25 list" for the tenth-consecutive year, making it the only company to appear on the list every year since the list's inception. The petitioner, Cognizant Technology Solutions U.S. Corporation ("Cognizant"), maintains its company headquarters in College Station, Texas, and acts as the principal U.S. operating company of Cognizant Technology Solutions Corporation, which has its principal offices in Teaneck, New Jersey. We are a leading provider of innovative information technology, consulting, and business process services. Cognizant transforms core processes for superior flexibility, higher efficiency and lower costs for over 1,242 clients spanning five continents in every major industry, including banking and financial services, healthcare, insurance, manufacturing and logistics, life sciences, retail and hospitality, and communications as well as a host of horizontal business units. Worldwide, we employ approximately 211,500 employees, with more than 37,500 employees in North America. In 2014, the Cognizant group's revenue increased to $10.26 billion.

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

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

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

We rely on the following to maintain a competitive edge:

• A well-developed recruiting, training and retention model;
• A successful service delivery model;
• A broad referral base;
• Continual investment in process improvement and knowledge capture;
• Investment in infrastructure and research and development;
• Financial stability and strong corporate governance;
• Continued focus on responsiveness to customer needs, quality of services, competitive prices; and
• Project management capabilities and technical expertise.

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

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

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

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

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

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

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

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

Financial Services Healthcare Manufacturing/Retail/Logistics Other

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

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

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

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

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

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

Healthcare

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

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

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

• *Life Sciences.* We partner with leading pharmaceutical, biotech, and medical device companies, as well as providers of generics, animal health and consumer health products to assist them in transforming their business by helping them be more efficient and effective from an IT and business operations perspective while helping them drive innovation and virtualization in growing their business.

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

Manufacturing/Retail/Logistics

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

• *Manufacturing and Logistics.* Clients in this sector include manufacturers of automobiles and industrial products, and processors of natural resources, chemicals and raw materials. In logistics, our

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

Industry trends that influence the demand for our services in this sector include the increasing globalization of sourcing and the desire to further penetrate emerging markets, leading to longer and more complex supply chains. In the power generation sector, industry trends include the continued drive toward energy conservation, including "smart meter" installations, the need for better grid reliability and security, regulatory changes and the need to relieve cost pressures through better asset performance and web-based customer care systems. We also achieve optimization of supply chains to better manage inventory, support growing eCommerce operations and improve supplier collaboration. The application of intelligent systems to manufacturing and logistics operations, enable mobile platforms to support field sales and use data analytics to make better informed decisions. These trends are driving demand for offerings such as Enterprise Application Services, or EAS, EIM, Consulting and SMAC technologies.

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

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

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

The demand for our services in this sector is being propelled by such factors as the need of consumer goods companies to accelerate product innovation to remain competitive and deliver top-line growth, the continuing drive to optimize global sourcing and supply chain management, the impact of SMAC technologies on consumer interaction, marketing and sales processes, the use of data analytic to increase the effectiveness of product development and marketing, as well as ongoing pressures to

curtail IT costs. In response to these needs, we provide solutions including Application Development and Systems Integration, Consulting, CRM, EIM, Testing, BPS, IT IS and SMAC services.

Other

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

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

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

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

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

Our Solutions and Services

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

Consulting and Technology Services

• *IT Strategy and Business Consulting*. Our global consulting team, Cognizant Business Consulting, or CBC, re-imagines and transforms businesses to gain competitive advantage. With these new operating models, the value chain is being disaggregated to drive speed to market and agility. CBC is built on a foundation of deep thought leadership and actionable strategies. CBC improves business performance and operational productivity in order to exceed business goals. We also provide assistance with Strategy Consulting, Business and Operations Consulting, IT Strategy & Change Management, and Program Management Consulting.

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

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

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

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

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

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

In both of these approaches, our on-site team members work closely and collaboratively with our clients. Detailed design, implementation and testing are generally performed at dedicated near-shore and offshore development and delivery centers. In addition, we maintain an on-site presence at each customer location in order to address evolving client needs and resulting changes to the project.

A key part of our application development and systems integration offering is a suite of services to help organizations build and integrate business applications with the rest of their operations. Using this suite of services, we leverage our skills in business application development and enterprise application integration to

build sophisticated business applications and to integrate these new applications and websites with client server and legacy systems. We build and deploy robust, scalable and extensible architectures for use in a wide range of industries. We maintain competency centers specializing in various areas such as: Microsoft solutions; IBM, SAP, Oracle and Java applications; and Cloud Computing and Mobile solutions. These competency centers enable us to provide application development and integration services to a broad spectrum of clients.

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

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

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

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

• *Application Testing*. Our Application Testing practice offers a comprehensive suite of services in testing, consulting and engineering. Our Quality Assurance, or QA, transformation services develop deep, agile QA capabilities that create or extend their competitive advantage. QA is driven by six strategic themes: integrated automation, user advocacy, IP-based intelligent platform, a factory model, end-to-end quality focus, and an on-demand infrastructure model. Our business-aligned services in the areas of system and integration testing, package testing, user acceptance, automation, performance testing and test data management address critical quality needs. Consulting and infrastructure solutions in quality management, test tools and test infrastructure enable businesses to capitalize on emerging opportunities. Factors driving the demand for our testing services include the adoption of SMAC technologies, the need for testing of new regulatory compliance processes, and the desire for more cost-effective and nimble "on-demand" testing. Accordingly, among the functions we

provide are: testing related to integration of SAP, Seibel and other systems, IT process and quality consulting, testing of customized mobile and cloud-based applications, and Testing as a Service. We focus our Managed Test Centers on specific domains (e.g., specific industries and software solutions), ensuring we tailor our testing solutions to the particular needs of our clients. We achieve significant reduction in time to market as well as cost of quality, and realize significant improvements in the maturity of quality processes.

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

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

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

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

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

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

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

use. Cognizant vigorously protects its IP rights with respect to these tools, as they are essential to our competitive advantage, and ultimately, to our commercial survival. Therefore, training in those tools is only available at Cognizant's development centers.

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

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

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

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

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

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

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

- **Travel and Hospitality Frameworks**
  - **OTA Translator**: Intelligent schema-mapping tool to help increase productivity of teams developing Direct Connect interfaces.
  - **Tetris Data Distribution**: Framework and components to configure, monitor and report on data distribution.
  - **New Order Online Ordering**: Components for automated ordering via Web, mobile and SMS services.

- **mConcierge Mobility**: Provides mobile devices with access to a hotel's in-property services.
- **Aircraft Hub**: Dashboard manager for aircraft operations.
- **Customer Data Management Assessment**: An Excel-based tool to assess technical and functional maturity of customer data management applications in an organization.
- **Wireless POS:** Framework for remote order placement and payment.

- **Data Warehouse & Business Intelligence**

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

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

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

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

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

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

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

Transform while Perform ™ (TwP): With this methodology, we help our clients attain greater levels of productivity and return from their investment in IT. This all-encompassing approach helps clients shift IT investments from tactical projects that often consume up to 80% of IT budgets, to higher-value initiatives that advance short- and long-term business objectives. With TwP, clients transfer to us resource-intensive projects, such as infrastructure management and applications maintenance; and through our greater economies of scale, domain expertise and best practices, we can significantly reduce spending and create new IT operational efficiencies. The result is improved bottom-line performance, and freed-up resources can be redeployed into core initiatives that transform the business.

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

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

COGNIZANT ACADEMY TRAINING

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

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

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

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

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

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

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

Cognizant Academy also offers the following services for Cognizant employees:

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

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

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

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

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

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

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

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

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

Employment with Cognizant is not a "job shop" consulting agreement. In sharp contrast, the beneficiary will render services to Cognizant exclusively, and will function at all times under exclusive direction and control of Cognizant's management. The beneficiary's contact with clients will in no manner affect his/ her employment conditions and terms with Cognizant. Only the senior-level management at Cognizant will be responsible for the beneficiary's job duties and performance. The management of Cognizant will have complete discretion over the hiring, termination, rate of pay, and benefits offered to the beneficiary. Further, the beneficiary will be supervised, trained, and his performance will be evaluated by his manager, who is also a full-time employee of Cognizant. None of the conditions of the beneficiary' employment will be determined by any entity other than Cognizant.

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

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

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

Skill required

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

Source of instrumentalities and tools

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

Worksite location

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

Duration of the relationship between the parties

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

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

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

Method of payment

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

The hired party's role in hiring and paying assistants

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

Whether the hired party is in business

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

Provision of employee benefits

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

Tax treatment of the hired party

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

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

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

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

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

- Client name has been identified in this petition, and its name and the address of the beneficiary' work site where the services will be performed for the period of time requested have also been provided.

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

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

In general, the MSA between Cognizant and most clients are valid indefinitely. Most MSAs do not have an expiration date, and therefore are not subject to extensions. The MSA may be terminated shall one party give the other party written notice of termination of this contract agreement in accordance with the terms of this contract agreement. One of Cognizant's core business strategies is to further develop long-term customer relationships. Cognizant has strong long-term strategic relationships with our customers and business partners. In general, the **terms of Article 2 of our MSAs provide:**

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

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

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

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

or worksite location outside of the area of intended employment, Cognizant complies with all relevant requirements of U.S. immigration laws and makes all the necessary filings and/or notifications.

Cognizant ensures that its H-1B employees are paid at least the LCA wage figure. Cognizant's pay system is complex. In addition to base salary, it includes guaranteed periodic payments throughout the year (some of the terms include "performance pay," "tru-pay," "miscellaneous," "COLA," among others). So, a single pay statement at a given time of year does not reflect the full guaranteed annual compensation. A stand-alone pay statement will not show other paid compensation in that year.

ALL COGNIZANT EMPLOYEES ARE MANAGED BY COGNIZANT MANAGERS

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

AFFIRMATION

I, Steven Schwartz, hereby declare and state the following:

1. I hold the position of Executive Vice President, Chief Legal and Corporate Affairs Officer of Cognizant Technology Solutions US Corporation ("Cognizant"). As the chief in-house legal counselor, my role entails advising Cognizant in the establishment, maintenance, and monitoring of legal and contractual relationships and operations in accordance with legal requirements to meet Cognizant's business goals.

2. Cognizant's relationship with each of its clients is that of independent contractor, and no other relationship exists, including employment, joint venture, or agency. Cognizant is not a placement company, nor an agent that arranges short-term employment. Generally, Cognizant does not provide staff augmentation for clients in the IT service sector. Cognizant focuses on the design, engineering, and implementation of IT business solutions on a project basis for companies that are not in the IT services sector.

3. To define its relationship with each of its clients, Cognizant enters into a master service agreement ("MSA"). A central tenet of Cognizant's MSAs is the vigorous protection of its and its clients' trade secrets and other confidential information from disclosure. Typically, Cognizant and its clients invest substantial resources, time, and energy into building Cognizant's information technology ("IT") solutions for its clients. If competitors were to gain access to the same knowledge, Cognizant and its clients' ability to maintain competitive advantages in the market would be impaired. Accordingly, the protection of Cognizant's and its clients' trade secrets and other confidential information from disclosure is elementally essential.

4. For purposes of abiding by the terms of the confidentiality provisions in each MSA, Cognizant and its clients are expressly prohibited from producing copies of contracts, work orders, invoices, and related documentation. Overall, through MSA provisions, Cognizant and its clients are directly obligated to protect from disclosure secrets - including those relating to practices, processes, designs, tools, patterns, plans, customer lists, pricing information, non-public financial data, intellectual property, proprietary assets, and any compilation of information that is not generally known or reasonably ascertainable - by which Cognizant and its clients obtain economic advantage over competitors.

5. Specifically, Cognizant MSAs include substantially broad confidentiality provisions, such as the samples below illustrate:

> **DEFINITIONS**
>
> **"Confidential Information"** shall mean any and all information or proprietary materials (in every form and media) not generally known in the relevant trade or industry and which has been or hereafter disclosed or made available by either Party to the other in connection with the efforts contemplated hereunder, including (a) all trade secrets, (b) existing or contemplated products, services, designs, technology, processes, technical data, engineering techniques, methodologies and concepts and any information related hereto, (c) information relating to business plans, sales or marketing methods and customer lists or requirements and (d) Customer Data.

* * *

> **DATA AND SECUTITY**
>
> Customer Data. It is acknowledged that Customer may supply to Cognizant, in connection with the Services, certain data relating to Customer's sales, products, customer service matters, accounts, finances, personnel, prospects or customers (**"Customer Data"**). Cognizant agrees that it shall use Customer Data solely in connection with the performance of the Services in accordance with the terms of this Agreement. All Customer Data is, or shall be, and shall remain the property and Confidential Information of Customer. Cognizant shall treat all Customer Data in accordance with the Policies and Procedures.
>
> * * *
>
> **CONFIDENTIALITY**
>
> General Obligations
>
> All Confidential Information of a Party shall be held in confidence by the recipient to the same extent and in at least the same manner as the recipient protects its own confidential or proprietary information.
>
> Neither Customer nor Cognizant shall, without the other Party's written consent, (a) disclose, publish, release, transfer, or otherwise make available Confidential Information of, or obtained from the other Party in any form to, or for the use or benefit of any person or entity, or (b) use Confidential Information of the other Party except as strictly necessary to perform its obligations under this Agreement....

To abide by the terms of such MSA confidentiality provisions, Cognizant implements numerous controls to protect against such disclosures, including requiring that all Cognizant associates serving on a project sign non-disclosure agreements ("NDAs").

6. Cognizant's or its clients' disclosure of secrets, customer data, intellectual property, other proprietary assets, and commercial or financial information or other confidential information is highly likely to cause substantial harm to Cognizant's and its clients' competitive position in the market. Indeed, Cognizant's standard NDA with clients expressly acknowledges:

> Remedies. [The] Recipient [of a Party's Confidential Information] acknowledges that money damages would be both incalculable and an insufficient remedy for any breach of this agreement by Recipient and that any such breach would cause Disclosing Party irreparable harm. Accordingly, Recipient also agrees that, in the event of any breach or threatened breach of this Agreement. Disclosing Party, in addition to any other remedies at law or in equity it may have, shall be entitled without the requirement of posting a bond or other security, to equitable relief, including injunctive relief and specific performance.

Certainly, such disclosures amount to substantial breaches of defined contractual obligations.

7. All projects are completely managed by Cognizant. Specifically, Cognizant is at all times fully responsible for the actions and omission of all its employees, whether or not such employees are working on site at a client facility. At all times, one or more senior Cognizant project managers oversee every aspect of Cognizant engagements, particularly the control and direction of Cognizant employees onsite.

8. Specifically, Cognizant MSAs and other contractual documents explicitly provide for Cognizant's supervision of those employees deployed to a client's site, such as the samples below illustrate:

SAMPLE 1:

Vendor [Cognizant] shall at all times be and act as an independent contractor of [Client] and, as such, no law, agreement or other arrangement that has the effect of conferring benefits upon officers or employees of [Client] shall be applicable to Vendor or any Vendor employee, agent or subcontractor in connection with the Services. Vendor's and subcontractor's personnel will be, and will remain at all times, employees of Vendor (or subcontractor, as the case may be) and shall not be deemed to be employees of [Client] for any purpose whatsoever. As between [Client] and Vendor, Vendor shall be solely responsible, at its own cost, for the performance in a timely manner of all of the following with respect to the employees of Vendor and its subcontractors that provide Services under this Agreement: (a) recruiting, interviewing, checking references, validating educational and employment information, hiring, discipline, retention, and termination; (b) verifying that the individual has the legal right to work in the United States, monitoring the expiration dates of its employees' visas and work permits, if any, and maintaining and filing any forms as may be required by law with respect to such matters; (c) safety and supervision; (d) calculation and payment of wages (including applicable overtime compensation), expense reimbursement (if applicable) and other benefits; (e) withholding and paying all Federal Insurance Contribution Act ("FICA") taxes, Federal Unemployment Tax Act ("FUTA") contributions, State Unemployment Insurance ("SUI") contributions and all other applicable tax, social security, Medicare and other withholding and payments required by law; (f) providing workers' compensation insurance coverage; (g) taking any additional actions legally required to establish that the Contract Workers whose Services are provided hereunder are Vendor employees; and (h) maintaining personnel and payroll records.

SAMPLE 2:

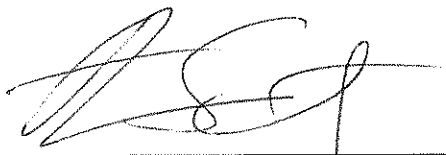
All Service Partner Personnel [i.e., Cognizant's employees1 shall be and remain at all times during their assignment to the [Client] account employees of Service Partner [[Cognizant] or its subcontractors and not of [Client]. Service Partner, not [Client], has the right and duty to supervise and direct the activities of the Service Partner Personnel. Service Partner is solely responsible for payment of (i) all income, disability, withholding and other employment taxes and assessments and (ii) all compensation, medical benefit premiums, vacation pay, sick pay or other fringe benefits for Service Partner Personnel. Service Partner Personnel shall not be deemed third party beneficiaries of this Agreement.

SAMPLE 3:

Personnel supplied by Supplier [Cognizant], its Affiliates and permitted subcontractors under the Agreement shall be deemed personnel of Supplier or such Affiliate or subcontractor and shall not for any purposes be considered employees, Affiliates or agents of Customer. Supplier assumes full responsibility for the actions and supervision of such personnel while performing services under the Agreement. Customer assumes no liability for such personnel. Supplier shall be solely and exclusively responsible for personnel decisions affecting Supplier's employees and employees of its subcontractors and agents (including. Without limitation, hiring, promotions. training, compensation, evaluation, discipline, and discharge).

> (emphasis added). Indeed, to limit their liabilities under federal, state, and other employment and labor laws, Cognizant's clients have a great interest in ensuring that Cognizant employees at client sites clearly remain under Cognizant's direct control and supervision.

I declare under penalty of perjury pursuant to *28* U.S.C. § *1746* that the foregoing is true and correct.



Steven Schwartz

Executed on: 1/2/2015

Cognizant Technology Solutions India Private Ltd.
Techno Campus,
5/535 Old Mahabalipuram Road,
Okkiyam Thoraipakkam, Chennai – 600 097.
Phone: 4209 6000
Fax: 4209 6060

March 31, 2016

United States Citizenship and Immigration Services
USCIS Service Center

Re: Mr. Tusar BISWAS

Dear Officer:

We offer this letter to confirm that Mr. Tusar BISWAS been employed since January 28, 2011 by Cognizant Technology Solutions India Pvt. Ltd. ("Cognizant-India") in India.

Cognizant-India exclusively and directly hires, pays, supervises, and otherwise controls the activities of all employees, including Mr. Biswas, including all job duties and responsibilities, and, if Cognizant-India deems it necessary, will terminate Mr. Biswas's Cognizant-India employment in India. Mr. Biswas, as a full-time employee of Cognizant-India in India, receives standard employee benefits, and undergoes employee performance appraisal to evaluate his job performance.

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

Sincerely,

Hariharan N
Senior Director
Cognizant Technology Solutions India Pvt. Ltd.

Cognizant
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March 31, 2016

United States Citizenship and Immigration Services
USCIS Service Center

Re: **Mr. Tusar BISWAS**

Dear Officer:

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

Cognizant's intended U.S. employment of Mr. Tusar Biswas in H-1B visa class is on a full-time, 40 hours per week, basis in a specialty, professional occupation in the U.S. This is free will employment, thus, an employment contract/ agreement is not applicable.

Cognizant exclusively and directly hires, pays, supervises, and otherwise controls the activities of all employees. If Cognizant deems it necessary, we will terminate Mr. Tusar Biswas's Cognizant employment. When Cognizant employees are placed at a Cognizant client's worksite, a client is not in any way their employer. Full-time employees of Cognizant are entitled to receive standard employee benefits, including, but not limited to:

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

Cognizant's performance management program is mandatory for all employees, and is used to evaluate employees in a fair and equitable manner based upon demonstrated job performance, and in accordance with our Equal Employment Opportunity policy. Through this Cognizant employee performance management program, Mr. Tusar Biswas will receive frequent and meaningful feedback, and supported growth development in a learning culture. After year-end appraisals, Mr. Tusar Biswas may become eligible for performance based variable

compensation. We attach relevant portions of Cognizant's employee handbook to further document the employee benefits, and overview of Cognizant's performance management program.

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

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

Sincerely,

Sameer Gokhale
Manager - HR

Princeton University

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
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EXPERT OPINION LETTER
Analysis of Professional Position / Positional Requirements

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

I. Introduction

I offer this opinion letter on behalf of Cognizant, a leading provider of information technology services and solutions, as an assessment of the minimum necessary hiring requirements for the company's position of "Associate (Computer Systems Analyst)". The holder of this position will apply advanced technology and scientific theories and methods specific to networks and/ or computer systems technology to analyze, design, code, and/ or modify customized application software and perform quality control and engineering. These duties will be performed under the direction of a Cognizant team lead or manager, at a professional, world-class level. The given duties of the position (discussed in greater detail below) require the ability to apply the knowledge associated with the completion of bachelor's-level courses in computer science, information technology, information systems, systems analysis, electronic engineering, electrical systems engineering, instrumentation science, applied mathematics, mechatronics, and other technical subjects found in bachelor's program in the above-mentioned fields, or in related fields of the sciences.

I find that the position of Associate (Computer Systems Analyst) of Cognizant is a specialty occupation, entailing the day-to-day, theoretical and practical application of a body of highly specialized knowledge, and that the attainment of such a degree or its

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equivalent is a minimum requirement for entry into the occupation in the United States. To be qualified to reasonably perform the duties of Associate (Computer Systems Analyst) of Cognizant requires the attainment of a baccalaureate or higher degree or its equivalent in the specialty occupation. Such a requirement completely accords with modern operating practices for a large global company, such as Cognizant, when hiring professional-level Associates (Computer Systems Analyst) for these core technology development and analytical positions. Indeed, there are multiple tiers of justification -- including the actual/specified job duties, industry standards for a company of the magnitude of Cognizant, and reasonable expectations/requirements of Cognizant's global clientele -- for considering the position as a "specialty" occupation.

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

II. My Credentials

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

With regard to my academic background, I obtained my Bachelor of Science Degree from Princeton University (in the fields of Electrical Engineering and Computer Science), and then obtained Master of Science Degree and Ph.D. Degrees at Stanford University (in Electrical Engineering, in the Computer Systems Laboratory, which was a laboratory shared by the Electrical Engineering and Computer Science departments). I am currently a Professor in the Computer Science Department of Princeton University. I have an advanced academic background and the ability to review an individual's qualifications and determine the degree to which his or her qualifications have prepared him or her for further study and/or professional employment.

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

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

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

As an initial matter, the position of “Computer Systems Analyst” -- which Cognizant internally designates as "Associate" -- is clearly a professional systems position in the information technology industry. Cognizant is a Fortune 500 global provider of information technology (IT) application development, IT consulting and

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

business process services. The company has reported annual revenues in excess of $10 billion, placing Cognizant among the world's leading technology services organizations. The company develops custom software solutions for enterprise business and works with clients to integrate these solutions within existing IT infrastructures – performing these services across multiple industry verticals on behalf of leading global corporations. In accord with these operations, Cognizant's important service contributors must have highly specialized expertise in a number of technical fields related to infrastructure design, implementation, and maintenance.

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

> *Applies advanced technology and scientific theories and methods specific to networks and/ or computer systems technology to analyze, design, code, perform quality control and engineering, and/ or modify customized application software under the direction of a Cognizant team lead or manager. Also may perform quantitative and qualitative analysis and/or provide business consulting services related to operational processes and best practices. May perform requirements gathering and/ or develop new applications, as necessary, in conjunction with assignment requirements. May coordinate and confer with a Cognizant point of contact offshore on the transmission of technical specifications, and timing and completion of assigned work and deliverables (i.e., agile, waterfall or similar methods).*

These job duties are indicative of a professional position in the field of systems design and analysis, requiring expertise in the application of technology to advanced business and organizational processes, the design and/or enhancement of computer applications and solutions, the execution of full-cycle development and quality control/ engineering procedures, and the professional use of advanced software development life cycle (SDLC) processes (including Waterfall and Agile). Based on my review of the aforesaid job duties, I believe that this position of "Associate (Computer Systems Analyst)" requires a bachelor's degree in Information Technology; Software, Computer, Electrical or Electronic Engineering; Computer Applications; Computer Science;

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

Instrumentation Sciences; Physics; Mathematics; Mechatronics, or a related sciences field, inasmuch as it is fully reasonable (and indeed a matter of necessity) for a company providing innovative software and technology integration consulting services for many of the world's leading companies to ensure that their Associates (Computer Systems Analyst) operate in an optimal fashion, and to therefore hire professionals who are able to bring to bear a bachelor's-level background to the duties of such an occupation. Furthermore, it is clear that the duties are of a professional nature and could not be properly performed without the benefit of such an academic background.

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

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

IV. The Specialty Nature of the Larger Cognizant Environment

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Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

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

Cognizant has appropriately identified the need for a minimum of a Bachelor's Degree level of education in its Computer System Analysts. Only employees with at least a Bachelor's level of education come into the company with a high level of technical and/or business skills and expertise, and the ability to further refine and hone these skills through Cognizant Academy and other on-the-job training opportunities.

Cognizant employees with a technical background at the Bachelor's Degree (or equivalent) level are also better prepared to learn about delivery models, cost management strategies, portfolio strategies, customer bases, pricing models, sales and distribution strategies, customer service strategies, marketing strategies, financial and funding models, and research and development activities within a variety of industries. Cognizant's ability to deliver highly specialized technology solutions and business consulting to customers has gained international recognition. For example, Cognizant has been recognized as one of Fortune's World's Most Admired Companies (February 2015), and named a "Leader" in the "The Forrester Wave™: Business Transformation Consultancies" (3rd Quarter 2015). As well, Cognizant was placed in the "Winner's Circle" in the HfS Research Blueprint Report (October 2015), ranked fifth in Healthcare Informatics 100 (July 2015), Financial Times (FT) Global 500 (June 2015), Newsweek's World's Top 100 Green Companies (June 2015), Association of Talent Development's BEST Awards (October 2014). Moreover, Cognizant and Verizon recently joined forces to achieve digital transformation and innovation for the benefit of consumers. Cognizant will spearhead this initiative, including defining, designing, deploying and

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

managing new technology solutions that advance digital business models. This initiative includes a new test-bed lab that will visualize enterprise-scale projects versus simply viewing and testing point technology offerings. These partnerships and accolades would not have been possible if Cognizant did not seek out talented individuals with advanced technical/analytical duties (like the Computer System Analyst), possessing a Bachelor's Degree (or equivalent) in a related field. Cognizant and its business partners rely heavily on individuals with this level of education to perform a variety of "specialty occupations" that require a combination of theoretical and practical specialized knowledge not exhibited by individuals without a Bachelor's Degree.

With the above in mind, it is instructive to examine some of the specific internal operating protocols, delivery mechanisms, and/or organizational structures that differentiate the services of Cognizant from other service-providers in the IT and business consulting field – providing the company with its competitive advantage and enabling the realization of the core global business and service model – but that could not be adequately realized were the company not able to staff its key contributory positions with "specialty-level" professionals (holders of a bachelor's degree, or the equivalent, in a relevant field). In facilitating the necessary real-time collaboration among the above-referenced facilities, resources, utilities, technologies, and personnel, Cognizant uses "Cognizant 2.0", a highly flexible Web-based delivery platform that enables globalized (yet virtual) collaboration among different internal units – for example, via knowledge-sharing, necessary integration of business and technology procedures, and access of business as well as technical artifacts (among other internal intellectual properties and assets) useful to a particular industry segment or application – while also figuring into the real-time processes by which project deliverables are provided to the client. A virtual network of this nature requires a consistency of service and quality among all contributory elements (much as a chain is only as strong as its weakest link) and could not be realized or leveraged, in the manner required by Cognizant, without the ability to apply specialty-level knowledge and ability across all key components and facets of the network. The instant occupation clearly will be relied upon a source of specialty-level knowledge and expertise within the context of a virtual delivery and collaborative network of the nature of Cognizant 2.0.

Another element of the Cognizant service model that clearly requires uniformity of excellence in service, and the ability to draw upon specialty-level resources in multiple areas of operation (including the area represented by the instant occupation), is in the company's dedication to Digital transformation, which includes robotics and a Cloud-based service approach. Cloud computing entails the delivery of applications (typically

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

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

The above are just a few examples of the larger, proprietary service structures of Cognizant which at once define the company as a cutting-edge, truly globalized provider of business transformation and consulting, and information technology products and services and require the contribution of specialty-level professionals in key developmental and analytical posts. In a larger sense, it is also true that the large businesses and organizations comprising Cognizant's client base must, in accord with generally-accepted modern standards and operating practices, contract professional-level specialists and analysts from IT firms (to develop contracted software systems and/or manage processes of analysis and integration); the end-client would certainly look to ensure that the holder of this particular occupation possess a specialty background.

Cognizant's business is distinctly different from an organization that supplements in-house information technology departments of other companies; Cognizant is not an organization involved in labor-for-hire. Instead, Cognizant drives business transformation using next generation technologies, creates and develops sophisticated, customized software solutions that enable the company's clients to achieve operating efficiencies and business growth in globally competitive fields. Cognizant focuses particularly upon the highly regulated healthcare, financial services, and manufacturing and logistics sectors. Engagements in these and other critical sectors are substantially managed by individuals at the Computer System

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

Analyst level, and the Computer System Analyst must demonstrate a specialty level of knowledge in order to contribute to the process in a reliable and effective manner.

V. The Appropriate Fields of Study for an Associate (Computer Systems Analyst)

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

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

Electronic and Electrical Engineering curricula commonly include courses in subjects that are either (a) directly focused in or (b) heavily influenced by the field of computer science and automated systems. These curricula typically include courses in Computer Techniques, Advanced Computer Techniques and Applications, Industrial

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

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

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

It is also true that on a professional level, the large-scale software systems designed by programmers bear many conceptual and functional features in common with the multi-tier electronic systems studied by modern-day electronic engineering and electrical engineering students. The systems-oriented research that is performed within these engineering programs would be directly applicable to the research undertaken in a computing program, or to the work performed by a programmer or computer systems analyst in a commercial setting. Relative to other engineering disciplines, the study of electronic engineering and electrical engineering involves concepts and practical techniques of particular relevance to computer science, computer programming, electronics, engineering, and mathematics. The particular engineering education that is

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

gained via the pursuit of a Bachelor's Degree in the electronic engineering and electrical engineering disciplines would enables an individual to pursue focused, graduate-level study in computer science, or to work in the computing industry as a programmer or computer systems analyst (responsible to analyze and design advanced programs and prototypes, and to apply advanced mathematical modeling techniques to the conversion of data into a format suitable for computerized processing).

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

The relevance of bachelor's study in Instrumentation Sciences is clear given the fact that Cognizant focuses heavily on the manufacturing and logistics sectors. Accordingly, the study of information science or technology (which involves coursework in such subjects as electronics, metrology, instrumentation and control systems, digital systems and microcontrollers, programmable logic control, hydraulics and pneumatics, electrical power distribution and programming for instrumentation) would provide directly relevant expertise. Indeed, instrumentation and control engineering is often viewed as a sub-specialty of the broader field of Electronic Engineering, which (as discussed in depth above) is a common industry requirement for positions of this nature. Similarly, Mechatronics is a relatively new discipline that combines many of the skills of a mechanical engineer with those of a computer engineer and an electrical engineer so as to prepare graduates to design "intelligent" products and systems (including automated manufacturing solutions involving robotics, programmable controllers and integrated systems). Programs in this field include such subjects as logic design fundamentals, processor architecture and assembly language programming, electronics, digital systems design, computer interface circuits, computer hardware, manufacturing processes, process control, machine design, programmable logic controllers, industrial programming & networking, power electronics, digital applications, computer numerical control, and computer aided design & manufacturing. The relevance of these subject areas to the design and optimization of

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

manufacturing systems (a key area of focus for Cognizant) is direct and unambiguous. In addition, the study of both Instrumentation Science and Mechatronics involves a substantial component of electronic engineering, programming, networking, logic design and systems engineering coursework, which would provide a suitable foundation for a computer systems analysis position in virtually any area of applied practice (i.e. in projects for the healthcare or financial services clients that Cognizant serves).

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

By way of elaboration, the academic study of Mathematics includes an emphasis on the design and implementation of stochastic and mathematical models for analyzing, understanding, and executing complex operational functions in the context of differential equations. These models can be subsequently deployed within the professional realm in connection with operations in a wide range of disciplines and subject areas, including biology, the natural sciences, and computer science. Furthermore, the field of Mathematics teaches the use of algorithms for converting diverse forms of data into a quantifiable context, and for understanding the dynamics of complex numerical systems. Degree programs in Mathematics (along with certain other select quantitative disciplines) are viewed within academia as well as professional industry as "related", by a reasonable conceptual as well as functional standard, to programs in Computer Science, and appropriate for positions like the Associate (Computer Systems Analyst) position. The complex dynamics of numeric systems, a staple of academic study of Mathematics,

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

correlates to the manner in which computerized components and information systems interrelate within multi-tiered automated environments. Furthermore, the algorithms and models taught in programs in applied mathematics and related fields play a key role in computer programming procedures. These and other related analytical tools are deployed toward the conversion of data from project specifications, problems, and procedures into an automated format suitable for the creation and modification of computer programs – all functions that will be performed by the Associate (Computer Systems Analyst).

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

Even when a program in Mathematics, or Physics does not involve extensive study of computing or pronounced use of computational tools or methods, the program will still almost always involve a substantial mathematical, quantitative, and data-driven application that provides an appropriate foundation of knowledge and skill for ensuing study and/or employment in IT-related fields, such as the position of Associate (Computer Systems Analyst). As discussed above, these fields involve extensive use of numerical systems for performing in-depth calculations, gathering and sifting through different streams of data, and executing simulations. The key unifying feature of these Degree programs is that the programs teach students how to measure, quantify, and describe numerical or data-oriented systems (with the system(s) of relevance to be determined by the particular sub-discipline in which the student is studying). While completing coursework across different math, or physics disciplines, students in these

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

fields learn how to evaluate data from multiple perspectives, and gain the ability to perform high-level mathematics, prepare advanced simulations and automations, and think about complex, quantifiable data using different mental frameworks. This skill is invaluable in the IT field as a means of anticipating and resolving operational problems and developing steps or sequences that can be executed in the context of a computer program in order to produce a particular automated result. This problem-solving skill is particularly applicable to the duties of the Associate (Computer Systems Analyst) position.

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

VI. Conclusion

In conclusion, I believe that it is a general practice within the field of systems development and analysis, and business consulting services provision, for a firm of the

Princeton University

Department of Computer Science
35 Olden Street
Princeton, New Jersey 08544-2087
(609) 258-5030

size and nature of Cognizant to hire an "Associate (Computer Systems Analyst)" with a bachelor's degree in a select group of directly related fields., such as, but not limited to, Information Technology; Software, Computer, Electrical or Electronic Engineering; Computer Applications; Computer Science; Instrumentation Sciences; Physics; Mathematics; Mechatronics; or a related sciences discipline. The educational requirements of the position, calling for a minimum of a baccalaureate degree, job duties of the proffered position, and overall nature of the Cognizant environment mark the position as a "specialty occupation" requiring a bachelor's degree (or the equivalent) in a relevant technical or scientific field.

Date: January 15, 2016

Sincerely,

Professor J.P. Singh
Computer Science Department
Princeton University

Jaswinder Pal Singh

Professor, Computer Science Department
Director, Program in Integrative Information, Computer and Application Sciences (PICASso)
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EDUCATION

Stanford University. Ph.D. in Electrical Engineering, 1993.
Stanford University. M.S. in Electrical Engineering, 1989.
Princeton University. B.S. in Electrical Engineering and Computer Science, 1987, summa cum laude.

PROFESSIONAL EXPERIENCE

7/05 – present	Professor, Computer Science Department, Princeton University.
9/99 – present	Director, Program in Integrative Computer and Application Sciences (PICASso), a multi-department, university-wide interdisciplinary program at the boundary of computer science and a broad range of application sciences, including Scalable Internet Services. Developing and fostering new interdisciplinary courses, new practice-oriented workshops in scalable computing based on needs gathered from multiple departments, new interdisciplinary seminar series, and programs in effective written and oral scientific communication, as well as funding students and running the program. Creating a core of courses for an interdisciplinary computational science curriculum, taught by faculty in different departments.
9/05 – present	Director of Princeton portion of Center for Modeling Viral Immunity and Antagonism, a $20+M NIH Center involving Mount Sinai School of Medicine and Princeton University. Member, Executive Committee of Center.
9/00 – 10/05	Co-founder and Chief Technical Officer, firstRain, Inc. (on leave from Princeton University 9/00 to 6/02). Developing novel Internet/Web applications and Internet infrastructure. Improved and developed new protocols for web-based communication and information access.
7/99 – 6/05	Associate Professor, Computer Science Department, Princeton University.
3/99 – present	Consultant, NOAA Geophysical Fluid Dynamics Laboratory. Aiding in the shift from vector to parallel computing, and in the procurement of large parallel computing and analysis infrastructures.
2/95 – 6/99	Assistant Professor, Computer Science Department, Princeton University. Performing research in parallel computer systems and applications. Focus on (i) scalable multiprocessing in both the shared address space and message passing paradigms, including studying the programming and performance tradeoffs between the two, (ii) understanding how shared address space abstractions might be supported using commodity parts, and how applications might be restructured for such systems, and (iii) the use of high-performance computing in biology, medicine, cosmology and computer graphics. Advising several Ph.D. students in these areas.
2/93 - 1/95	Research Associate, Stanford University. Leading the parallel applications effort in the Stanford DASH/FLASH research groups, and studying the implications of these applications for the design of multiprocessor software and hardware systems. Evaluating performance of real and simulated systems, and developing methodologies for the above. Expanding the SPLASH suite of parallel applications to SPLASH-2. Advising several Ph.D. students.
10/87 – 2/93	Research Assistant, Stanford University. Developing parallel scientific and engineering applications and studying their implications for parallel processing systems, software and architecture. Studying the scaling of applications and architectures. Creating and distributing the SPLASH suite of parallel applications.
6/88 – 8/88	Research Intern, IBM Research, Hawthorne, New York. Developed a model of uniprocessor workload behavior and applied it to predicting cache miss rates.

HONORS

• *Presidential Early Career Award for Scientists and Engineers (PECASE)*, 1997. Awarded to twenty young scientists and engineers in the United States selected from all areas of science/engineering by the National Science Foundation.
• *Sloan Research Fellowship*, 1997. Awarded to about 10 young computer scientists every year.
• Paper selected as Best student paper in USENIX USITS Symposium, 2000.
• Paper selected for journal publication from the International Conference on Supercomputing, 1999.
• Paper selected for Journal of Computational Biology from the RECOMB computational biology conference, 1998.
• Paper selected for journal publication from the Symposium on Parallel Algorithms and Architectures, 1996.
• Paper selected for journal publication from the Symposium on Parallel Algorithms and Architectures, 1996.
• Paper nominated for Best Student Paper Award for Supercomputing'97.
• Two papers selected among best 5 submitted to the Intl. Symposium on Computer Architecture (1992 and 1993), one of them as "Impact Paper" for the Federated Computer Research Conferences, 1993.
• *Summa cum laude*, Princeton University. Princeton University Undergraduate Scholarship.
• Member of Phi Beta Kappa, Tau Beta Pi and Sigma Xi since 1987.

TEACHING

Have taught many graduate-level courses in Internet services, protocols and infrastructure, as well as in scalable distributed and parallel computing and in analysis of data.

Spring 06	New Interdiscplinary Course: Dynamic Simulation and Data Analysis Methods for Science and Engineering. A new, interdisciplinary Graduate course offered under the PICASso program, designed to expose students from many departments across the university to a range of computational methods for analysis of data and integration with dynamic simulation models, their use in real applications from different domains, and scalable parallel computing for them. Team-taught by faculty from multiple disciplines in science and engineering.
Fall 05	New Interdisciplinary Course: Scalable Computing Systems and Applications. A new, interdisciplinary course on parallel computing systems and applications, catering to students in a variety of departments, mostly in science and engineering (including computer science).
Spring 04	New Interdisciplinary Course: Computational Methods and their Use Across Scientific Disciplines. A new, interdisciplinary Graduate course offered under the PICASso program, designed to expose students from many departments across the university to a range of computational methods, their use in real applications from different domains, and scalable parallel computing for them. Team-taught by faculty from multiple disciplines in science and engineering at Princeton.
Fall 03	Scalable Internet Services, graduate course at Princeton University
Spring 03 and 05	COS 111: Computers and Computing, undergraduate course at Princeton University
Fall 99 and 02	Scalable Internet Services and Infrastructure, graduate course at Princeton University.
Fall 95 – 98	Introduction to Programming Systems, sophomore course at Princeton University (4 times)
Spring 95 – 98	Parallel Computer Architecture and Programming, graduate course at Princeton University (3 times)
8/95	Instructor, Parallel Computer Architecture, Western Institute in Computer Science, Stanford, CA.
4/93 – 6/93	Instructor, Distributed Shared Address Space Multiprocessing, a 6-week course on scalable parallel computing (hardware and software) for advanced engineers and researchers at Silicon Graphics Inc.
4/91 – 6/91	Project Advisor and Lecturer, Stanford University. CS 315B: Parallel Programming Project. Defined and closely advised three projects that produced realistic parallel applications.
4/90 – 6/90	Teaching Assistant and Lecturer, Stanford University. CS 315B: Parallel Programming Project. Defined and closely advised projects that produced realistic parallel applications in a 10-week course.
1/90 – 1/95	Project Advisor, Stanford University. EE 391: Special Studies in Electrical Engineering. Defined and guided projects to introduce graduate students into research in parallel processing.

Ph.D. DISSERTATIONS SUPERVISED (Completed)

• Chi Zhang. A Peer-to-peer substrate for Distributed Search Trees. 2006. Joining Google, Inc.

• Fengyun Cao. MEDYM: A distributed content-based publish-subscribe system. 2006. Currently at Goldman Sachs, Inc.

• Mao Chen. Using Explicit User Information to Improve Internet Services. August 2004. Currently at IBM T.J. Watson Research Labs.

• Yefim Shuf. Improving the Memory Performance of Java Programs. Princeton University. Completed April 2003. Currently at IBM T.J. Watson Research Labs.

• Steven Kleinstein. Princeton University. Towards Quantitative Modeling of Immune System Dynamics. Completed 2002. Starting as Assistant Professor at Yale University, 2006.

• Hongzhang Shan. Princeton University. A Comparison of Programming Models for High-Performance Parallel Computing. Completed 2001. Currently at Los Alamos National Laboratory.

• Dongming Jiang. Princeton University. Performance Portability on Shared Address Space Architectures. Protein Structure Determination in the Presence of Uncertainty: Algorithms and Parallelism, 1999. With Russ Altman (Stanford Medical School).

• Angelos Bilas, Princeton University. Using Network Interfaces to Accelerate Software Shared Memory, 1998. Currently tenured faculty at University of Toronto.

• Liviu Iftode, Princeton University. Shared Virtual Memory using Automatic Update, 1998. With Kai Li. Currently tenured faculty at Rutgers University.

• Steven Cameron Woo, Stanford University. Integrating Block Data Transfer in Cache-coherent Multiprocessors. 1997. With John Hennessy. Currently at Rambus, Inc.

• Chris Holt, Stanford University. Application and Architectural Bottlenecks in Distributed Shared Memory Multiprocessors, expected 2003. With John Hennessy. Currently at Transmeta, Inc.

• Alexander Kozlov, Stanford University. Probabilistic Inference in Belief Networks: Algorithms and Parallelism, 1998. With John Hennessy and later Daphne Koller. Currently at Silicon Graphics, Inc.

Others in progress. Served on dissertation committees of several others, past and present.

PROGRAM COMMITTEES

Have served on the program committees and as program chair and track chair of many ACM, IEEE and other conferences in scalable computing, including the International Symposium on Computer Architecture, Supercomputing/SC, SIGMETRICS Conf. on Measurement and Modeling of Computer Systems, Principles and Practice of Parallel Programming, Symposium on Parallel Algorithms and Architectures, International Conference on Supercomputing, International Parallel Processing Symposium, International Conference on Parallel Processing etc, as well as several ACM and IEEE workshops on scalable computing, data analysis and mining, architecture, and languages and compilers.

INVITED EVALUATION COMMITTEES AND TALKS

Have served on several invited government research/education program and proposal evaluation committees, including for the US Government (NOAA's procurement programs and the National Science Foundation) and the Swedish Government (Evaluating the ARTES/PAMP national program for scientific research and graduate education in high-performance computing, as well as other programs for the Swedish Research Council). Have also served as an external evaluator for faculty hiring at Uppsala University, Sweden.

Have delivered many invited presentations and lectures at a variety of international and domestic venues, including

- Conference panels and invited presentations at ISCA, ASPLOS, SIAM and other conferences and workshops
- NSF and DARPA PI meetings in scalable computing and interdisciplinary research and education
- International government programs (Sweden and India, including India's cross-IIT TECHFEST)
- U.S. universities such as UC Berkeley, U. Washington, Stanford, NYU, U of Toronto, SUNY, etc.
- International universities in Italy, Japan, Sweden and India
- Industrial research laboratories such as Microsoft, Sun, IBM, Panasonic, Siemens etc.
- Government research laboratories such as NASA, Sandia, Argonne, PPPL (plasma physics) and GFDL (climate)
- Several industrial conferences and trade shows, industrial/academic and executive summits involving web-based information access, search, dissemination/communication and intelligence.

PATENTS

Ten U.S. patents filed.

Two already awarded.

- Method and apparatus for focused discovery of documents.
- Method and apparatus for a wireless search engine.

SAMPLE GRANTS RECEIVED

(Only a small sample of different types of grants listed here, for space reasons. Only examples included are those in which I am Principal Investigator, not Co-Principal Investigator.)

- National Institutes of Health. HHSN266200500021. 9/30/05 to 9/29/10. $20,250,000. PI of Princeton Portion.
- National Science Foundation IGERT Grant, No. DGE-9972930. 8/1/00 to 9/31/08. Funds up to fourteen graduate students per year in scalable internet services, computing and data analysis. $2,172,000.
- National Science Foundation. Presidential Early Career Award for Scientists and Engineers (PECASE). Only computer scientist to receive it that year. 3/1/97 to 2/28/05. $500,000.
- National Science Foundation. CISE Research Award. 9/15/98 to 8/31/03. $980,000.
- National Science Foundation. CISE Instrumentation Award. Three projects in applications and scalable computing. $2,172,000.
- National Science Foundation. Adaptive Performance Portable Software for Next-Generation Applications. 9/15/99 to 8/31/03. $600,000.
- firstRain, Inc. Collaborative Student Research Grant. 9/1/00 to 6/30/01.
- National Oceanic and Atmospheric Administration. 7/1/04 to 9/30/07. $120,000.
- Alfred P. Sloan Foundation. Sloan Research Fellowship. 9/1/98 to 9/15/2000. $35,000.

PROFESSIONAL ORGANIZATIONS

The Association for Computing Machinery

Institute of Electrical and Electronics Engineers, Inc.

Phi Beta Kappa, Tau Beta Pi, Sigma Xi

PUBLICATIONS

One leading graduate/practitioner level textbook and over 100 refereed conference and journal publications.

Textbook

David E. Culler, Jaswinder Pal Singh. *Parallel Computer Architecture: A Hardware-Software Approach*. With Anoop Gupta. Morgan Kaufmann Publishers, 1998. Leading textbook in parallel architecture and programming.

FORDHAM UNIVERSITY

Lawrence M. Wolk , M.S.E.E.
Professor, Computer and Information Sciences
Software Applications Developer for University Network
Computer Graphics and Imaging Specialist
Fordham College of Professional and Continuing Studies

EVALUATION OF EDUCATION, TRAINING, AND EXPERIENCE

Name:	**BISWAS, Tusar**
Country:	India
Degree:	Bachelor of Technology
Institution:	West Bengal University of Technology
Dates:	2004-2008
Degree:	Master of Chemical Engineering
Institution:	Jadavpur University
Dates:	2008-2010

Qualifying Training/Work Experience: Approximately Five Years

Educational Equivalent in the United States:

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

MASTER OF SCIENCE DEGREE IN ENGINEERING

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

I am providing this Professional Evaluation based on my experience as a faculty member and evaluator of foreign credentials in the Computer and Information Sciences major at the Fordham College of Liberal Studies of Fordham University, in New York. Fordham University is accredited by the Middle States Association of Colleges and Post-Secondary Schools, among other bodies. Fordham University has a program for granting college-level credit based on a candidate's foreign educational credentials, training, and/or employment experience. As an adjunct instructor, I teach courses in Computer Science, Information Systems, Information Technology, and related fields. As an evaluator, I am responsible for reviewing academic and experience qualifications in Computer Science,

Information Technology, Information Systems, and related fields for applicants for admission to Fordham University. I participate in "Life Experience Portfolio" programs at Fordham University, by which college credit is granted in various academic disciplines based on learning attained through prior study, training, and/or employment experience, and I have gained direct experience in evaluating employment histories and making recommendations as to the granting of credit for prior learning and employment. (Faculty members are responsible for developing the Experience portfolios, making assessments as to competencies and areas of specialization, and ultimately facilitating the granting of credit for the prior experience.) I hold a bachelor's degree from Fordham University and a master's degree from the Polytechnic Institute of New York, and have completed additional graduate courses and training in a wide range of programming languages, programming subject areas, and advanced mathematical techniques. I have conducted extensive research in programming analysis, algorithmic design, data processing, computer programming, computer modeling, and other areas of the larger computer science field, as evidenced by my publications and other research achievements.

The following is an analysis and advisory evaluation of the academic credentials and work experience of Mr. Tusar Biswas. This evaluation is based upon an analysis of Mr. Biswas's employment experience, as well as his completion of a Bachelor of Technology Degree from West Bengal University of Technology, and a Master of Engineering Degree from Jadavpur University, in India. As discussed below, Mr. Biswas has completed no less than five years of progressively responsible qualifying training and work experience in computer information systems, and related areas.

Enrollment in West Bengal University of Technology is based on graduation from high school and competitive entrance examinations. The University is an accredited institution of higher education in India. Mr. Biswas completed his studies at the University in 2008 and was awarded a Bachelor of Technology Degree, following the completion of the required academic coursework and passage of the required examinations, as given by the Faculty of the University. The transcripts are evidence that he completed his course of studies at the University. Over the course of his enrollment, Mr. Biswas completed prerequisite/general studies in the sciences, humanities, and other foundation subjects, as well as specialized studies in his chosen field of concentration, Chemical Engineering. His coursework included Introduction to Computing, Computing Lab, Data Structure and Database Concepts, Data Structure and DEMS Lab, and other technology-related subjects. The nature of the courses and the credit hours involved indicate that he completed the equivalent of a Bachelor of Science Degree, with a major in Engineering, from an accredited institution of higher education in the United States.

Thereafter, Mr. Biswas enrolled in a Master of Chemical Engineering Degree program with Jadavpur University, another accredited institution of higher education in India. In 2010, following his completion of the required graduate-level study, examinations, thesis requirements, and practical courses, Mr. Biswas was awarded a Master's Degree from

the University (as evidenced by the issued diploma and transcripts). In attaining this Master of Chemical Engineering Degree, Mr. Biswas pursued a concentration in Chemical Engineering. The nature of the courses and the credit hours involved indicate that he completed the equivalent of a Master of Science Degree in Engineering from an accredited institution of higher education in the United States.

In addition to his university studies, Mr. Biswas has completed approximately five years of bachelor's-level employment experience in computer information systems, and related areas, characterized by increasingly advanced responsibility and complexity under the supervision of managers, and together with peers, at a bachelor's-level of practical experience. My conclusions concerning Mr. Biswas's professional history are based upon a detailed letter of reference from his current employer.

Mr. Biswas' documented career in the field of information technology dates to January, 2011 when he joined Cognizant Technology Solutions. He maintains this association to date and currently holds the designation of Associate. During his tenure, Mr. Biswas has gained experience in various areas of testing and analysis. His work involves responsibilities for understanding the application architecture and the performance requirements for various applications. It has been his role to identify business critical scenarios using performance requirement analysis. It is necessary that he assess the requirements in order to understand the customer needs, project scope, and critical areas. Mr. Biswas assists with estimating the tasks for the test plans. Mr. Biswas' projects have allowed him to develop test plans for customer applications and to implement performance evaluations of said applications.

In his role, Mr. Biswas must perform various analysis operations and testing to provide quality deliverables and recommendations. His work has involved client and server performance metrics analysis and root cause analysis. This allows for the identification of issues on applications as well as the provision of recommendations to improve the performance. On his projects, Mr. Biswas also has responsibilities for assisting with test plan estimations regarding tasks and with providing team follow-up around requirement gathering, system study and test script generation along with other tasks. It is also his role to prepare the weekly status report and to load the test execution summary into the proposed template. A major component of his role is to provide the analysis of the performance testing results. To that end, Mr. Biswas is charged with the preparation of an extensive performance summary report that the customer has as a reference.

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

computer-aided design, computer information systems, business process analysis, and related subjects.

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

Based on the reputations of West Bengal University of Technology and Jadavpur University, the number of years of coursework, the nature of the coursework, the grades attained in the courses, and the hours of academic coursework, as well as approximately five years of professional training and work experience in computer information systems and related areas, it is my judgment that Mr. Tusar Biswas received the equivalent of a Bachelor of Science Degree, with a dual major in Computer Information Systems and Engineering, and a Master of Science Degree in Engineering, from an accredited institution of higher education in the United States.

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

Dated: December 23, 2015

Lawrence Wolk
Faculty Member, Computer and Information Science
Fordham College of Liberal Studies
Fordham University

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

References:

1. AACRAO EDGE. *AACRAO Electronic Database for Global Education (EDGE)*. Online database. v.1.0. 2004 - 2006. AACRAO. August 19, 2008. www.aacraoedge.aacrao.org.
2. Central Intelligence Agency (CIA). *The World Factbook 2008*. Dulles, Virginia: Potomac Books, Inc., December 1, 2007.
3. International Association of Universities. *International Handbook of Universities*. 19th ed. Paris, France: UNESCO House, 1 Rue Miollis, October 16, 2007.
4. Association of Indian Universities. *Universities Handbook*. 31st ed. New Delhi, India: AIU House, 16 Kotla Marg, 2006.
5. The American Council on Education's College Credit Recommendation Service (CREDIT). *2004-2005 National Guide to Education Credit for Training Programs*. Westport, CT: Greenwood Publishing Group, Inc., August 30, 2004.
6. Feagles, Helley, ed. *A Guide to Educational Systems Around the World*. CD. Washington, DC: NAFSA: Association of International Educators. 1999 - 2008.

RESUME OF: Lawrence M. Wolk
108 Sagamore Road Apt 3J
Tuckahoe, New York, 10707
Primary Phone: 914-793-4290

Email: lmwolk37@hotmail.com

SUMMARY

Fourteen Years College-Level teaching experience including curricula development in Mathematics, Computer Science and Computer Software Applications Responsible for Software Resource Development on Educational Network Servers in the fields of Interactive Computer Graphics Applications, Network and Client Server Computing , Programming Languages and Data Structures , Computer Algorithms and Scientific Programming.

Twenty-Five years experience in numerical and data processing in scientific, engineering and commercial applications. Experience with Imaging and Graphics Application Development, including development and implementation of software for analyzing Indoor /Outdoor Radar Range performance and Antenna Distributions, and creation of Adaptable Graphical Software for displaying financial or scientific data in different formats.

EXPERIENCE

Adjunct Instructor of Computer and Information Sciences
Fordham University (1994- Present)

Instructor of Computer Programming Languages (Procedural and Object-Oriented), Applied Calculus, Computational Structures ,Interactive Computer Graphics, Visual Basic , Computer Imaging, Database Systems(MS Access), Computer Organization, Internet and Client Server Computing, and Data Structures, all in support of Information Sciences Department and Evening Liberal Studies Instructional Programs. Ongoing contributions towards curricula development in Mathematics, Computer Science and Computer Software Applications with the CIS Department and Evening Studies Center. Extensive involvement in course restructuring and software resource development on educational network servers for required and elective subject areas.

Participated in academic evaluations and recommended the assignment of equivalent credit or augmentation of degree status for matriculated Fordham College of Liberal Studies Computer Science Majors based upon outside Professional Experience in Information Science, or upon completion of accelerated learning tutorial courses. This was considered part of Fordham's Prior Learning Portfolio /Equivalent Credit for Training and Employment Program.

Software Consultant (1993 - present)

Design, coding and testing of graphical simulators to support electronic trading platforms. Creation of diverse numerical display graphics for selected securities. Calculaton, modeling and display of computer generated images for biomedical imaging, radar surveillance simulations, and target identification.

Senior Numerical Software Analyst

Riverside Research Institute, 1985- 1993

Eight Years of progressively responsible experience as senior numerical analyst. Performed analysis, simulation and detailed calculation of indoor compact radar range antenna performance and radar cross sections of very low-observable structures. Computations included interface with CRAY computer for electromagnetic simulations and VAX based independent graphics processor (both written in Fortran 77). Responsible for planning , executing and presenting software demos for sponsors and generating project reports for wide spectrum of software project efforts.

Grumman Aerospace Corporation 1982- 1986
Senior Engineering Analyst

Initially as full-time employee, conducted numerical analysis and simulation (using IBM 365/VMS mainframe and Fortran language, and HP 1000) in support of Space-Based satellite antenna system development, including the modeling of parabolic dish and phased array antenna performance, and the simulation of the behavior of other electronic components of satellite defense surveillance systems. As a consultant,assisted engineering personnel in adapting satellite radar simulations to support current application design and development projects, including : phased array lens development, satellite power distribution system fabrication, optical sensor design, space based antenna feed optimization, and verification of measurement data.

Raytheon Corporation 1980-1982
Associate Engineering Analyst

Developed computer models (on HP 1000 in Basic and Fortran 4,5)and conducted automated measurements to make assessments of the performance of microwave components , phased array antennas, space-borne and air-borne radar antenna system configurations and retro-directive jamming systems.

EDUCATION

-

M.S.E.E., Polytechnic Institute of New York, 1980
Major: Electrical Systems Engineering
Minor: Electrophysics

Completed an Engineer Project Course: Conducted Electro-Optic simulation studies, including development of Fiber Optical Cable propagation simulation on an HP 1000 computer in Fortran 4, including introduction of a mathematical filter, numerically optimized on optical communication fiber to study potential for signal enhancement at receiver device

GRADUATE RESEARCH FELLOWSHIP DEPARTMENT OF ELECTROPHYSICS, 1979-1980/During the 1979-1980 academic year,as part of my responsibility as graduate research fellow, I generated , modified ,updated and implemented an outer atmospheric (ionospheric) multiple particle /electromagnetic -acoustic wave interaction model simulation in C language/UNIX platform (IBM system).

B.A., Mathematics, Fordham University, 1976

Mathematical reasoning , mathematical modeling. Numerical Characterization and modeling of physical phenomena.Well- diversified liberal arts curriculum integrated with scientific major subjects

Graduate Coursework, Polytechnic Institute of New York 1980-2000

Mathematics of Computer Graphics
Programming Languages
Database Systems
Quantum Electronics
Antenna Modeling
Fibre Optic Communications
Optimization Modeling
Control engineering
Signal Processing

PUBLICATIONS:

1. Wolk, L. , Gallegro, G. et al ," PALDEM : Phased Array Lens Demonstration", Grumman Aerospace Corporation, March 1983.

2. Wolk, L., Gallego, G et al, " SPPD: Space Satellite Power Processor Design", Grumman Aerospace Corporation, June, 1984.

3. Wolk,L, Gallegro, G et al, " LARST: Large Aperture Radar Sensor Technology", Grumman Aerospace Corporation, May 1985

4. Wolk, L. and Orman, M, " Radar Scattering and Absorption By Coated Micro-Tubular Filaments", Riverside Research Institute, Final Report, May 1986.

5. Wolk, L. and Arm, M, " CORPAC- Compact Radar Range Programming Analysis Code",Riverside Research Institute/ Antenna Measurement Techniques Association Conference, Boulder Colorado, October, 1991.

6. Wolk,L and Arm, M, " Compact Range Error Budget Analysis", Riverside Research Institute/AMTA Conference, Boulder Colorado,October, 1991

7. Wolk,, L, " A Two-Dimensional Surface Gridding Algorithm For Perfect Electric Conductor Scattering Codes: Analysis of Radar Cross Sections", Riverside Research Instistute, September 1991.

FORDHAM UNIVERSITY
THE JESUIT UNIVERSITY OF NEW YORK

FORDHAM SCHOOL OF PROFESSIONAL
AND CONTINUING STUDIES
OFFICE OF THE DEAN

May 29, 2012

To Whom It May Concern:

At the request of Lawrence Wolk, this letter is to confirm that Fordham College of Liberal Studies of Fordham University has a program for granting to adult students credit based on learning attained through prior learning, training, and/or employment experience. Fordham College of Liberal Studies facilitates the granting of such credit through its Prior Learning Portfolio program as well as through CLEP and credit by examinations. Fordham University is accredited by the Middle States Association of Colleges and Schools, among other bodies.

Mr. Wolk teaches in the field of Computer and Information Science at Fordham University. His areas of teaching and research specialization include computer generated imaging and 3D graphics animation, data structures and algorithms, relational database design, and network/client server computing . Since 1998, he has participated in the Prior Learning Portfolio program and has made recommendations concerning the granting of college-level credit for prior learning and employment skills in Computer Science, Information Systems, Information Technology, Computer Graphics/Animation, and related fields, such that credit may be granted on the basis of Prof. Wolk's recommendations. He has gained direct, applicable experience in contributing to University certification programs developed for individuals who are currently matriculated in the Computer and Information Science Major and who wish to obtain course credit based upon equivalent prior life learning.

I trust that this information is sufficient documentation that Prof. Wolk has the ability to assess, evaluate, and recommend the award of credit for prior life or experiential learning in the above-specified fields, and that he is familiar with the programs and procedures in place for making these determinations.

Sincerely,

John J. Houston

John J. Houston, PhD
Associate Dean - Fordham University

☐ LINCOLN CENTER CAMPUS LOWENSTEIN, ROOM 301 NEW YORK, NEW YORK 10023 (212) 636-6372 FAX: (212) 636-6375
☒ ROSE HILL CAMPUS KEATING HALL, ROOM 118 BRONX, NEW YORK 10458 (718) 817-4000 FAX: (718) 817-4073
☐ WESTCHESTER CAMPUS 400 WESTCHESTER AVENUE WEST HARRISON, NEW YORK 10604 (914) 367-3303

CIS Faculty Contact Information

Note: unless otherwise specified, all email addresses should have "@cis.fordham.edu" appended to them.
Check out the faculty picture board for pictures of our faculty.

FACULTY

NAME	EMAIL (@CIS.FORDHAM.EDU)	OFFICE	PHONE
David Chen	dachen@fordham.edu	JMH 336 (RH)	718-817-4481
Elena Filatova	filatova	JMH 334 (RH)	718-817-4482
Valery Frants	frants@fordham.edu	JMH 402A (RH)	718-817-0582
Frank Hsu	hsu	JMH 402A (RH) LL 813B (LC)	718-817-4483 212-636-7925
Yanjun Li	yli	JMH 402B (RH)	718-817-0505
Damian Lyons	dlyons	JMH 320 (RH)	718-817-4485
Robert Moniot	moniot	LL 817-E (LC)	212-636-6334
Christine Papadakis-Kanaris	papadakis	JMH 328C (RH)	718-817-5208
Tadeusz Strzemecki	ts@dsm.fordham.edu	LL 815-A (LC)	212-636-6332
Hoa Tran	htran	JMH 328A (RH)	718-817-5106
Roger Tsai	rtsai2@fordham.edu	JMH 328C (RH)	718-817-0490
David Wei	wei	JMH 328 (RH)	718-817-4497
Gary Weiss	gweiss	JMH 333 (RH)	718-817-0785
Arthur Werschulz	agw	LL 815-D (LC)	212-636-6325
Ellen Zhang	zhang	JMH 338 (RH)	718-817-4484

ADJUNCT FACULTY

NAME	EMAIL (@CIS.FORDHAM.EDU)	OFFICE	PHONE
Abdul Almqdashi	aalmqdashi@fordham.edu	JMH 340 (RH)	718-817-4480
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Marion Seaton	mseaton@fordham.edu	JMH 328C (RH)	718-817-5208
Larry Wolk	lmwolk37@hotmail.com	JMH 340 (RH)	718-817-4480

AFFILIATED FACULTY

NAME	EMAIL (@CIS.FORDHAM.EDU)	OFFICE	PHONE
Stuart Brown	stuart.brown@nyumc.org		212-263-7689
Stephen Flatley	Stephen.Flatley@ic.fbi.gov		

THE COLLEGES AND SCHOOLS OF FORDHAM UNIVERSITY SHARE THE FOLLOWING ACCREDITATIONS AND AFFILIATIONS:

Note: Fordham University has many honor societies that are major specific.
For a complete listing applicable to your major, see your individual College section.

The Colleges and Schools of Fordham University share the following accreditations and affiliations:

- The University is a member of the American Council on Education (ACE), the National Association of Independent Colleges and Universities (NAICU), the Commission on Independent Colleges and Universities (CICU),the Association of Catholic Colleges and Universities (ACCU), the Association of Jesuit Colleges and Universities (AJCU), the International Association of Universities (IAU), Council for Higher Education Accreditation (CHE), Lower Hudson Valley Catholic Colleges & Universities Consortium (LHVCCUC), the International Federation of Catholic Universities, the Association of Governing Boards, The College Board, the Fulbright Association, Collegium, Lilly Fellows, and the Center for Academic Integrity.
- It is an accredited member of the Middle States Commission on Higher Education (MSCHE) and is on the list of registered Colleges and Universities of the Board of Regents of the State of New York. Specific University programs and schools are also accredited by the American Bar Association, Council on Social Work Education, the Association to Advance Collegiate Schools of Business International, the National Council for Accreditation of Teacher Education, the University Council of Educational Administration, the National Association of School Psychologists, the Certified Financial Planner Board of Standards, and the American Psychological Association.
- The University is also a member of the Association of American Law Schools, the Council of Graduate Schools, the American Association of Colleges of Teacher Education, the Northeastern Association of Graduate Schools, the Association of Graduate Schools in Catholic Colleges and Universities and the National Collegiate Athletic Association.
- The University is a contributing institution to the American School of Classical Studies at Athens and to the American Academy in Rome.
- The University has chapters of Phi Beta Kappa and Phi Kappa Phi, national honor societies; Alpha Sigma Nu, the national honor society of Jesuit colleges and universities; Beta Gamma Sigma, the national honor society of accredited schools of business; Beta Alpha Psi, the honor society of accounting and financial services and Alpha Sigma Lambda, the national honor society for adult students.
- There are chapters of the Society of Sigma Xi, a national honorary scientific research organization established to recognize and foster the scientific spirit in American colleges and to provide both stimulus and acknowledgement for independent scientific research; Pi Sigma Alpha, the national honor society for political science students; Alpha Upsilon Alpha, the honor society of the International Reading Association, and Alpha Mu Gamma, the national honor society for foreign languages.
- In addition, the Schools of Business sponsors chapters of Alpha Iota Delta, the international honor society for decision sciences and information systems; Omicron Delta Epsilon, the academic honor society in the area of economics, and Alpha Mu Alpha, the national marketing honor society.
- Fordham also has chapters of Phi Delta Kappa and Kappa Delta Pi, both honor societies in education.

FORDHAM COLLEGE OF LIBERAL STUDIES
AT LINCOLN CENTER

PRIOR LEARNING / CREDIT FOR LIFE EXPERIENCE

As part of its unique mission to educate working adults and other part-time students, Fordham College of Liberal Studies (FCLS) recognizes the experiences and accomplishments that you bring to the table.

With that in mind, FCLS provides several options to students who wish to earn credit for professional or life experiences that qualify as college-level learning. The program provides a substantial savings of time and tuition for students as well as a personal sense of accomplishment for past achievements.

A maximum award of 32 credits towards an undergraduate degree at Fordham College of Liberal Studies may be earned through any combination of the following sources:
CLEP (College-Level Examination Program) and DANTES/DSST (Defense Activity for Non-Traditional Education Support

CLEP and DSST are a series of exams covering a wide range of subjects in which many students may already be proficient. Credits are awarded for each exam in which students receive a passing score, and a maximum of 18 credits can be earned though testing.

Fees - payable at the time of the test
(as of July 1, 2004)
$55 per exam
$15 administrative fee
ACE/NPONSI (National Program on Noncollegiate Sponsored Instruction)

The American Council on Education has evaluated many noncollegiate learning experiences and training programs that are sponsored by major companies and institutions. For students to receive credit for these programs, the learning experience must have occured during a time period and class length as determined by ACE. Fordham College of Liberal Studies follows ACE recommendations in awarding credits toward the bachelor's degree
The Life Experience Portfolio Program

Where ACE/NPONSI is not applicable and there is not a suitable CLEP or DSST exam, students can develop a portfolio, with faculty assistance, to demonstrate the college-level learning that has resulted from experiences outside a formal academic framework. In such cases, the student has mastered knowledge or skills equal to what would have been achieved in a specific college-level course. The resulting essay topics may be work-related, personal or voluntary, as long as they are vested in the student's own experience and appropriate to a liberal arts context. Students can, therefore, access their previous competencies and integrate them into their educational goals and overall college program.

Students must have completed 15 classroom credits at Fordham to participate in the program, including the college writing requirements, but may not enroll after earning a total of 92 credits. Students should have strong writing skills. Enrollment in the program requires the permission of the dean's office.

All life experience credit shall count as elective credits only and cannot be applied to core or major/minor requirements.

The dean's office at each campus can provide further information regarding the advisability of participating in the program for each individual student based on their academic program, transfer credits and prior experience. The dean's office will also assist the student with the registration process and the developement of a Life Experience Portfolio.

For more information on Credit for Prior Learning,
please contact the appropriate campus:
John Houston
Associate Dean, Rose Hill
(718) 817-4600
jhouston@fordham.edu

John Bach
Assistant Dean, Lincoln Center
(212) 636-6372
jbach@fordham.edu

Patrick Holt
Associate Dean, Tarrytown
(914) 332-8317
holt@fordham.edu

20102958

Jadavpur University

Certified that Sri / Sm. **Tusar Biswas**

having passed the Final Examination of 2010 held in the year 2010, has been admitted to the Degree of **Master of Chemical Engineering** with all the Rights and Privileges thereto appertaining at the Convocation held in 2010 and that he / she was placed in **First Class.**

In Witness whereof the Signature of the Vice-Chancellor of **Jadavpur University** is hereunto affixed.

JADAVPUR UNIVERSITY

The 24th December, 2010

P. N. Ghosh

Vice-Chancellor

JADAVPUR UNIVERSITY

KOLKATA-700 032

No. ME / 0027

(Year Degree Course)

GRADE CARD

Result of the MASTER OF CHEMICAL ENGINEERING

FIRST Semester Examination for the session 2008-2009

for TUSAR BISWAS studying in

the Department of CHEMICAL ENGINEERING

bearing Class Roll No. 000810302003 and Examination Roll No. MCH-91002

Registration No. _____ of -

Examination held in DECEMBER, 2008

Code	Subject	Assigned Credit	Grade
PG/CHE/T/111B	ADV.CHE.ENGG.KINETICS & REAC.DGN.	3	A
PG/CHE/T/112A	ADVANCED HEAT TRANSFER	3	A
PG/CHE/T/113A	ADVANCED TRANSPORT PHENOMENA	3	B
PG/CHE/T/114A	INTERFACIAL SCIENCE AND ENGG.	3	A
PG/CE/T/116C	ENV. MGMNT. & ECOLOGY	3	B
PF/ME/T/114E	OPTIMIZATION TECH.FOR ENGG.DESIGN	3	A
SESSIONALS			
PG/CHE/S/111	LABORATORY	3	A

CGPA : 8.71

Remarks : PROMOTED

Prepared by : [illegible]

Checked by : SR

Date of issue : 11 / 06 / 2009

Controller of Examinations

(see overleaf)

JADAVPUR UNIVERSITY

No. ME / 0672

KOLKATA-700 032

(Year Degree Course)

GRADE CARD

Result of the MASTER OF CHEMICAL ENGINEERING

SECOND Semester Examination for the session 2008-2009

for TUSAR BISWAS studying in

the Department of CHEMICAL ENGINEERING

bearing Class Roll No. 000810302003 and Examination Roll No. M2CHE-9002

Registration No. 105136 of 2008-2009

Examination held in MAY, 2009

Code	Subject	Assigned Credit	Grade
PG/CHE/T/127C	PETRO.REFI.ENGG.& PETROCHEMICALS	3	B
PG/CHE/T/128A	COMPUTATIONAL FLUID DYNAMICS	3	S
PG/CHE/T/129A	BIOCHEMICAL ENGG.	3	A
PG/CHE/T/1210A	BIOENERGETICS & BIOPROCESS ENGG.	3	A
SESSIONALS			
PG/CHE/S/121	TERM PAPER LEADING TO THESIS	3	A
PG/CHE/S/122	SEMINAR	6	A

CGPA : 8.86

Remarks : PROMOTED

Prepared by :

Checked by :

Date of issue : 16 / 10 / 2009

Controller of Examinations

(see overleaf)

JADAVPUR UNIVERSITY

KOLKATA-700 032

GRADE CARD

No. PGN/ 00503

(4 Semester Diploma Course)

Results of the MASTER OF CHEMICAL ENGINEERING

Final examination for the session 2009-2010 for TUSAR BISWAS

studying in the Department of CHEMICAL ENGINEERING

having Class Roll No. 000810302003 and Examination Roll No. M4CHE10-02

Registration No. 105136 of 2008-2009

3rd & 4th Semester Examination held in JUNE, 2010

Code No.	Subject	Credit Hours	Grades
	THESIS	7	B
	VIVA-VOCE ON THESIS	5	B

CGPA : 8.67

Total % Marks : 80.72

Remarks : FIRST CLASS

Prepared by:

Checked by:

Date : 30 / 06 / 2010

Controller of Examinations

(See overleaf)

CLASSIFICATION OF GRADES

% of Marks Obtained	Performance	Grade	Grade Points
90 and above	Outstanding	S	10
80 to 89	Excellent	A	9
70 to 79	Very Good	B	8
60 to 69	Good	C	7
50 to 59	Fair	D	6
Less than 50	Unsatisfactory	E	2

4

29/04/10

$$\text{Cumulative Grade Point Average CGPA} = \frac{\sum C_i \; G_i}{\sum C_i}$$

Where C_i is the Credit hrs of Individual Subject in case semester

Where G_i is the Grade Point of individual Subject in each semester

and $i = (1, 2, ...)$ semester

Class will be determined on the basis of aggregate marks.

1st Class : 65% or above but below 75% of aggregate marks.

2nd Class : 50% or above but below 65% of aggregate marks.

886177

The West Bengal University Of Technology

declares

TUSAR BISWAS

a

Bachelor of Technology

on having attended the prescribed course of instructions and fulfilling the requisite professional standard in the subject assessed through written examinations, projects and a dissertation

College	HERITAGE INSTITUTE OF TECHNOLOGY
Branch	Chemical Engineering
DGPA*	8.11
Year	2008

Given under the seal of the University

Kolkata

Dated: 7th August 2008

Vice - Chancellor

* Degree Grade Point Average

0106055

Sl. No. .....

WEST BENGAL UNIVERSITY OF TECHNOLOGY

GRADE CARD

For the FIRST YEAR B.TECH. FIRST (ODD) SEMESTER EXAMINATION OF 2004-05 of

Name TUSAR BISWAS Roll No. 12606041001

Registration No. 126010621001 OF 2004-2005

Subject Code	Subjects Offered	Letter Grade	Points	Credit	Credit Points
HU101	ENGLISH LANGUAGE & COMMUNICATION	C	6	3	18
PH101	ENGINEERING PHYSICS	E	9	4	36
M101	MATHEMATICS	C	6	4	24
ME101	MECHANICAL SCIENCES	E	9	4	36
EE101	BASIC ELECTRICAL ENGINEERING	C	6	4	24
CH101	ENVIRONMENT & ECOLOGY	A	8	3	24
PH191	ENGINEERING PHYSICS LAB.	E	9	2	18
EE191	ELECTRICAL ENGINEERING LAB.	E	9	2	18
ME191	ENGINEERING GRAPHICS	E	9	2	18
ME192	WORKSHOP PRACTICAL	E	9	2	18
	Total			30	234

SGPA FIRST YEAR FIRST (ODD) SEMESTER : 7.80

SGPA

YGPA

Result

College / Institution HERITAGE INSTITUTE OF TECHNOLOGY

Kolkata, The 9TH FEBRUARY 2005

Controller of Examinations

10105300405

Sl. No. 0221750

WEST BENGAL UNIVERSITY OF TECHNOLOGY

GRADE CARD

For the FIRST YEAR B.TECH. SECOND (EVEN) SEMESTER EXAMINATION OF 2004-05 of

Name TUSAR BISWAS Roll No. 12606041001

Registration No. 126010621001 OF 2004-2005

Subject Code	Subjects Offered	Letter Grade	Points	Credit	Credit Points
PH201	ENGINEERING PHYSICS	B	7	3	21
M201	MATHEMATICS	D	5	4	20
ME201	MECHANICAL SCIENCES	E	9	3	27
CS201	INTRODUCTION TO COMPUTING	B	7	3	21
EC201	BASIC ELECTRONICS ENGINEERING	A	8	4	32
CH201	ENGINEERING CHEMISTRY	C	6	3	18
PH291	ENGINEERING PHYSICS LAB	O	10	1	10
CH291	ENGINEERING CHEMISTRY LAB	A	8	1	8
CS291	COMPUTING LAB	O	10	2	20
EC291	ELECTRONICS ENGINEERING LAB	A	8	2	16
ME291	ENGINEERING GRAPHICS	E	9	2	18
ME292	WORKSHOP PRACTICAL	E	9	2	18
	Total			30	229

SGPA FIRST YEAR FIRST (ODD) SEMESTER : 7.80

SGPA FIRST YEAR SECOND (EVEN) SEMESTER : 7.63

YGPA FIRST YEAR : 7.72

Result : P

College / Institution HERITAGE INSTITUTE OF TECHNOLOGY

Kolkata, The 9TH AUGUST 2005

Controller of Examinations

20605600405

Sl. No. 0128573

WEST BENGAL UNIVERSITY OF TECHNOLOGY

GRADE CARD

For the SECOND YEAR B.TECH.(CHE) FIRST (ODD) SEMESTER EXAMINATION OF 2005-06 of

Name TUSAR BISWAS Roll No. 12606041001

Registration No. 126010621001 OF 2004-2005

Subject Code	Subjects Offered	Letter Grade	Points	Credit	Credit Points
CHE301	INDUSTRIAL STOICHIOMETRY	C	6	4	24
CHE302	FLUID MECHANICS	E	9	4	36
CH313	CHEMISTRY	A	8	4	32
EECHE314	ELECTRICAL MACHINES	E	9	4	36
M315	MATHEMATICS III	A	8	4	32
CHE391	INSTRUMENTAL METHODS OF ANALYSIS LAB	O	10	2	20
CHE392	FLUID MECHANICS LAB	O	10	3	30
EECHE383	ELECTRICAL MACHINES LAB	O	10	2	20
		Total		27	230

SGPA SECOND YEAR FIRST (ODD) SEMESTER : 8.52

SGPA –

YGPA –

Result –

College / Institution HERITAGE INSTITUTE OF TECHNOLOGY

Kolkata, The 17TH FEBRUARY 2006

Controller of Examinations

10206700506

Sl. No. 0223537

WEST BENGAL UNIVERSITY OF TECHNOLOGY

GRADE CARD

For the SECOND YEAR BTECH (CHE) SECOND (EVEN) SEMESTER EXAMINATION OF 2005-06 of

Name TUSAR BISWAS Roll No. 12606041001

Registration No. 126010621001 OF 2004-2005

Subject Code	Subjects Offered	Letter Grade	Points	Credit	Credit Points
CHE401	CHEMICAL ENGG. THERMODYNAMICS	A	8	4	32
CHE402	MECHANICAL OPERATIONS	B	7	4	28
CHE403	PROCESS HEAT TRANSFER	B	7	4	28
CHE404	ENERGY SOURCES AND THEIR UTILIZATION	E	9	4	36
CS415	DATA STRUCTURE AND DATABASE CONCEPTS	B	7	4	28
CHE491	HEAT TRANSFER LAB	A	8	3	24
CHE492	ENERGY LAB	E	9	2	18
CS483	DATA STRUCTURE AND DBMS LAB	E	9	2	18
HU481	REPORT WRITING AND TECHNICAL LANGUAGE PRACTICE LAB	A	8	2	16
	Total			29	228

SGPA SECOND YEAR FIRST (ODD) SEMESTER : 8.52

SGPA SECOND YEAR SECOND (EVEN) SEMESTER : 7.86

YGPA SECOND YEAR : 8.18

Result : P

College / Institution HERITAGE INSTITUTE OF TECHNOLOGY

Kolkata, The 07TH AUGUST 2006

Controller of Examinations

20606600506

Sl. No. 0050103

WEST BENGAL UNIVERSITY OF TECHNOLOGY

GRADE CARD

For the THIRD YEAR B.TECH.(CHE) FIRST (ODD) SEMESTER EXAMINATION OF 2006-07 of

Name TUSAR BISWAS Roll No. 12606041001

Registration No. 126010621001 OF 2004-2005

Subject Code	Subjects Offered	Letter Grade	Points	Credit	Credit Points
CHE501	MACHINE DESIGN	B	7	3	21
CHE502	MATERIAL SCIENCE	A	8	3	24
CHE503	CHEMICAL PROCESS TECHNOLOGY I	B	7	4	28
CHE504	CHEMICAL REACTION ENGINEERING	B	7	4	28
CHE505	SEPARATION PROCESSES I	C	6	4	24
CHE591	MECHANICAL OPERATIONS LAB	O	10	3	30
CHE592	PROCESS EQUIPMENT DESIGN AND DRAWING I	A	8	3	24
CHE593	CHEMICAL REACTION ENGINEERING LAB	O	10	3	30
	Total			27	209

SGPA THIRD YEAR FIRST (ODD) SEMESTER : 7.74

SGPA -

YGPA -

Result -

College / Institution HERITAGE INSTITUTE OF TECHNOLOGY

Kolkata, The 16TH FEBRUARY 2007

Controller of Examinations

10107700607

Sl. No. 0124108

WEST BENGAL UNIVERSITY OF TECHNOLOGY

GRADE CARD

For the THIRD YEAR BTECH (CHE) SECOND (EVEN) SEMESTER EXAMINATION OF 2006-07 of

Name TUSAR BISWAS Roll No. 12606041001

Registration No. 126010621001 OF 2004-2005

Subject Code	Subjects Offered	Letter Grade	Points	Credit	Credit Points
CHE601	SEPARATION PROCESSES-II	C	6	4	24
CHE602	CHEMICAL PROCESS TECHNOLOGY-II	A	8	4	32
CHE603	INSTRUMENTATION AND PROCESS CONTROL	E	9	4	36
CHE604	NUMERICAL METHODS IN CHEMICAL ENGINEERING	E	9	4	36
CHE605E	PETRO CHEMICAL TECHNOLOGY	B	7	3	21
CHE691	NUMERICAL COMPUTATIONS LAB	E	9	3	27
CHE692	PROCESS EQUIPMENT DESIGN & DRAWING -II	O	10	3	30
CHE693	MASS TRANSFER LAB	E	9	3	27
	Total			28	233

SGPA THIRD YEAR FIRST (ODD) SEMESTER : 7.74

SGPA THIRD YEAR SECOND (EVEN) SEMESTER : 8.32

YGPA THIRD YEAR : 8.04

Result : P

College / Institution HERITAGE INSTITUTE OF TECHNOLOGY

Kolkata, The 22ND AUGUST 2007

Controller of Examinations

20107700607

Sl. No. 0163250

WEST BENGAL UNIVERSITY OF TECHNOLOGY

GRADE CARD

For the FOURTH YEAR B.TECH.(CHE) FIRST (ODD) SEMESTER EXAMINATION OF 2007-08 of

Name TUSAR BISWAS Roll No. 12606041001

Registration No. 126010621001 OF 2004-2005

Subject Code	Subjects Offered	Letter Grade	Points	Credit	Credit Points
CHE701	TRANSPORT PHENOMENA	E	9	4	36
CHE702	MODELING, SIMULATION AND OPTIMIZATION	E	9	4	36
CHE703	PROJECT ENGINEERING	E	9	4	36
CHE704B	PETROLEUM REFINERY ENGNEERING	A	8	3	24
HU715	INDUSTRIAL ECONOMICS AND MANAGEMENT	B	7	4	28
CHE791	PROJECT WORK/ PLANT DEGIGN	O	10	2	20
CHE792	PROCESS INSTRUMENTATION AND CONTROL LAB	A	8	3	24
CHE793	PROCESS EQUIPMENT DESIGN AND DRAWING III	E	9	3	27
CHE794	REPORT AND VIVA VOCE ON IN-PLANT TRAINING	O	10	4	40
CHE795	SEMINAR	E	9	2	18
			Total	33	289

SGPA FOURTH YEAR FIRST (ODD) SEMESTER : 8.76

SGPA –

YGPA –

Result –

College / Institution HERITAGE INSTITUTE OF TECHNOLOGY

Kolkata, The 22ND FEBRUARY 2008

Controller of Examinations

10206700506

Sl. No. 0014437

WEST BENGAL UNIVERSITY OF TECHNOLOGY

GRADE CARD

For the FOURTH YEAR B. TECH. (CHE) SECOND (EVEN) SEMESTER EXAMINATION OF 2007-08 of

Name TUSAR BISWAS Roll No. 12606041001

Registration No. 126010621001 OF 2004-2005

Subject Code	Subjects Offered	Letter Grade	Points	Credit	Credit Points
CHE801	SAFETY & HAZARDS MANAGEMENT	E	9	4	36
CHE802	ENVIRONMENTAL ENGINEERING	A	8	4	32
ID813E	TOTAL QUALITY MANAGEMENT	B	7	3	21
HU814	ETHICS IN ENGINEERING PROFESSION	C	6	2	12
CHE891	PROJECT WORK/PLANT DESIGN	E	9	6	54
CHE892	REPORT AND VIVA VOCE ON PROJECT WORK/PLANT DESIGN	A	8	8	64
CHE893	COMPREHENSIVE VIVA VOCE	A	8	8	64
	Total			35	283

SGPA FOURTH YEAR FIRST (ODD) SEMESTER : 8.76

SGPA FOURTH YEAR SECOND (EVEN) SEMESTER : 8.09

YGPA FOURTH YEAR : 8.41

Result : P DGPA : 8.11

College / Institution HERITAGE INSTITUTE OF TECHNOLOGY

$$DGPA = \frac{(1 \times YGPA1 + 1 \times YGPA2 + 1.5 \times YGPA3 + 1.5 \times YGPA4)}{5}$$

(DEGREE GRADE POINT AVERAGE)

Kolkata, The 25TH JUNE 2008

Controller of Examinations

30107700809

Classification	Letter Grade	Score on 100 Percentage Points	Points
Outstanding	O	100 to 90	10
Excellent	E	89 to 80	9
Very Good	A	79 to 70	8
Good	B	69 to 60	7
Fair	C	59 to 50	6
Below Average	D	49 to 40	5
Failed	F	Below 40	2
Incomplete	I	—	2

$$\text{SGPA (Semester Grade Point Average)} = \frac{\text{Credit Index}}{\sum \text{Credits}}$$

$$\text{YGPA (early Grade Point Average)} = \frac{\text{Credit Index Odd Semester} + \text{Credit Index Even Semester}}{\sum \text{Credit Odd Semester} + \sum \text{Credit Even Semester}}$$

X	:	Ineligible For Promotion
XP	:	Eligible For Promotion With Backlogs
P	:	Passed And Promoted

Cognizant Technology Solutions India Private Ltd.
Plot No. GN 34/3, Sector V,
Plot No. GN 34/3, Sector V,
Kolkata- 700 091

Sub: Employment Information as per our records

Employee Name	: **Mr.Tusar Biswas**
Employee Id	: **271935**
Designation	: **Associate - Projects**
Date of Joining	: **28 January 2011**
Employment status	: **Active**
Role Description	:

BRIEF ROLES AND RESPONSIBILITIES: -

- Work with customer stakeholders to understand the application architecture and the performance requirements of various applications.
- Analyze the performance requirement and identifying the business critical scenarios.
- Develop performance test plan for customer's applications.
- Carry out performance evaluation of the applications in scope.
- Analyze client and server side performance metrics.
- Carry out root cause analysis to identify performance bottlenecks of various application levels.
- Provide recommendations for resolving performance bottleneck to improve application performance.
- Analyze the performance testing results and prepare the extensive performance summary report for customer's reference.

PROJECT # 1

Project Title 1

Duration July 2015 – Present

Location Kolkata, India

Tools/Utilities Load Runner 11.52, Performance Center 11.52

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on theestimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template,Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 2

Project Title 2

Duration May 2015 – July 2015

Location Kolkata, India

Tools/Utilities Jmeter 2.13

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using JMeter, Test scenario executions for various loads using JMeter.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 3

Project Title 3

Duration Dec 2014 – Apr 2015

Location Kolkata, India

Tools/Utilities HP Load Runner 11.52/Performance Center 11.52/HP

Quality Center

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 4

Project Title LTC Staff Aug 2014

Duration Nov 2014 – Dec 2014

Location Kolkata, India

Tools/Utilities HP Load Runner 11.52/Performance Center 11.52

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 5

Project Title LTC Staff Aug 2014

Duration Aug 2014 – Nov 2014

Location Kolkata, India

Tools/Utilities HP Load Runner 11.52/Performance Center 11.52

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 6

Project Title 6

Duration Jun 2014 – Aug 2014

Location Kolkata, India

Tools/Utilities HP Load Runner 11.52/Performance Center 11.52

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 7

Project Title 7

Duration Oct 2013 – May2014

Location Kolkata, India

Tools HP Load Runner 11

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 8

Project Title 8

Duration July 2013 – Sept2014

Location Kolkata, India

Tools/Utilities HP Load Runner 11/Performance Center 11

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 9

Project Title WF_PTAAS

Duration July 2013 – July 2013

Location Kolkata, India

Tools Performance Center 11

ROLES AND RESPONSIBILITIES

Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.

Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 10

Project Title 10

Duration Jan 2013 – May 2013

Location Kolkata, India

Tools HP Load Runner 11.5, DynaTrace Ajax edition, Soap UI

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 11

Project Title 11

Duration Oct 2012 – Nov2012

Location Kolkata, India

Tools/Utilities VSTS 2010

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 12

Project Title 12

Duration Sept 2012 – Oct 2012

Location Kolkata, India

Tools/Utilities Jmeter 2.5

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.
- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 13

Project Title 13

Duration Aug 2012 – Sept 2012

Location Kolkata, India

Tools VSTS 2010

ROLES AND RESPONSIBILITIES

- Roles and Responsibilities involve Requirement Elicitation, Providing Inputs on the estimation of the tasks for Test plan and also follow-up with team in gathering

estimation of the tasks for Test plan and also follow up with team in gathering requirements for new applications getting introduced in the release, System Study and analysis of application navigation, Test script generation for business functions, Design Load scenarios using Performance Center, Test scenario executions for various loads using Performance Center.

- Weekly status report preparation in a proposed template, Load test execution summary report preparation in a proposed template, Final summary report preparation in a proposed template.

PROJECT # 14

Project Title 14

Duration Jun 2012 – Jul 2012

Location Kolkata, India

Tools Jmeter

ROLES AND RESPONSIBILITIES

Proof of concept (POC) on the JPMC HSA Mobile application using Jmeter

PROJECT # 15

Project Title 15

Duration Jun 2011 – Feb 2012

Location Kolkata, India

Tools Microsoft Visual Studio 2010, Snoop, Fiddler 2.0

Technology Windows application developed in C#4.0 using WPF,

XAML, and Prism Architecture

ROLES AND RESPONSIBILITIES

It involved Requirement analysis, Application walkthrough, remediating defects, Tracking defect status in HP Quality center and updating activity tracker for project.

Thanking you,
Yours Faithfully,
For **Cognizant Technology Solutions India Private Ltd.**

Sheeba Joshua B
Sr. Manager – Human Resources

18 December, 2015

This e-letter is secure and when printed is deemed to be a valid document issued by cognizant to its associate

सत्यमेव जयते

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

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

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

REGIONAL PASSPORT OFFICE

ए. के. जेना / A. K. JENA
कृते क्षेत्रीय पासपोर्ट अधिकारी
For Regional Passport Officer
कोलकाता / Kolkata

1

भारत गणराज्य REPUBLIC OF INDIA

टाईप /Type: P	राष्ट्रीय कोड /Country Code: IND	पासपोर्ट नं. /Passport No.: G6994145
उपनाम /Surname: BISWAS		
दिये गये नाम /Given Names: TUSAR		
राष्ट्रीयता /Nationality: INDIAN	लिंग /Sex: M	जन्मतिथि /Date of Birth: 18/10/1985
जन्म स्थान /Place of Birth: KOLKATA		
जारी करने का स्थान /Place of Issue: KOLKATA		
जारी करने की तिथि /Date of Issue: 28/03/2008	समाप्ति की तिथि /Date of Expiry: 27/03/2018	

Tusar Biswas

P<INDBISWAS<<TUSAR<<<<<<<<<<<<<<<<<<<<<<<<<<<<<<

G6994145<8IND8510183M1803275<<<<<<<<<<<<<<<<<6

पंजीकरण

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

चेतावनी

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

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

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

REGISTRATION

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

CAUTION

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

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

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पिता का नाम/कानूनी अभिभावक /Name of Father/Legal Guardian
PHANINDRA NATH BISWAS

माता का नाम /Name of Mother
DULU BISWAS

पति या पत्नी का नाम /Name of Spouse

पता /Address
5/4,PURBACHAL LINK ROAD
P.O:HALTU
KOLKATA-700078

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

फाइल नं. /File No.
CALA00536108

END

OF

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