

Equal Employment Opportunity (EEO), Disability, and VeteranSelf-Identification Form

Cognizant is an equal opportunity employer. The United States government has outlined regulations regarding equal employment opportunity which require us to compile annual statistical reports on employees. In order to comply with these laws and regulations, we are requesting your cooperation incompleting this EEO Self Identification Form. Completion of this form is voluntary.

The information on this EEO Self-Identification Form will be used solely for equal employment opportunity record-keeping and reporting purposes. Submission of this form is voluntary. Please be assured that you will not be subject to any adverse treatment if you do not provide the information requested. In the event that you do provide the information requested, the information and this form will be processed and maintained separately from your personnel file.

* Social Security Number :	999-99-9999	
* First Name :	John	
* Last Name :	Doe	
Middle Initial:		
* Gender :	Male	
Address:	123 Main Street	
City:	Anytown	
State:	NJ	
Zip Code :	12345	
Phone Number:	(123) 456-7890	

ETHNICITY

Hispanic Or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanishculture or origin regardless of race.

RACE

- White (Not Hispanic or Latino) All persons having origins in any of the original peoples of Europe, North Africa or theMiddle East.
- Black (Not Hispanic or Latino) All persons having origins in any of the black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) A person having origins in any of thepeoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Asian (Not Hispanic or Latino) A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- American Indian Or Alaskan Native(Not Hispanic or Latino) A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community recognition.
- Two Or More Races(Not Hispanic or Latino) All persons who identify with more than one of the above five races.

OTHER

O VETERAN. I served in the United States Army, Navy, Marine Corps, Air Force, or Coast Guard, in a reserve unit of one of these military components, or in the National or Air National Guard of the United States, and was discharged or released under conditions other than dishonorable.

SPECIAL DESIGNATIONS:

- O DISABLED VETERANS
- **O ARMED FORCES SERVICE MEDAL VETERANS**

A veteran who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

OTHER PROTECTED VETERANS

Veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge is awarded.

© RECENTLY SEPARATED VETERANS

Veterans within 36 months from discharge or release from active duty.

O NONE OF THE ABOVE. I read the above definitions and none of them apply to me.

DISABILITY

A "disabled individual" means any person who has a physical or mental impairment which substantially limits oneor more of such person's major life activities, has a record of such impairment, or is regarded as having suchimpairment. Using the definition as stated above, please check the box to the left to identify yourself as a disabled individual.

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Disabled and Veteran Self-Identification

Cognizant is committed to employing and advancing in employment qualified persons with disabilities and qualified protected veterans. Your response to this form is voluntary; declining to respond will not subject you to any adverse treatment. Information you provide will be kept confidential, except that (1) supervisors and appropriate administrators may be informed regarding reasonable accommodations or work restrictions of persons with disabilities; (2) first aid personnel may be informed, when appropriate, if the disability might require emergency treatment; and (3) certain information may be disclosed if required by a civil rights enforcement agency, regulation, or law.

Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA)

Due to contractual flow downs, Cognizant Technology Solutions, may be subject to the Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA), as amended. VEVRAA requires covered federal government contractors and subcontractors to take affirmative action to employ and advance in employment specified categories of veterans protected by the Act and prohibits discrimination against such veterans. In addition, VEVRAA requires contractors and subcontractors to list their employment openings with the appropriate employment service delivery system, and that covered veterans receive priority in referral to such openings. Further, VEVRAA requires federal contractors and subcontractors to compile and submit annually a report on the number of current employees who are covered veterans. The affirmative action and mandatory job-listing provisions of VEVRAA are enforced by the Employment Standards Administration's Office of Federal Contract Compliance Programs (OFCCP) within the U.S. Department of Labor (DOL). DOL's Veterans' Employment and Training Service (VETS) administers the veterans' employment reporting requirement.

Americans with Disabilities Act (ADA)

This employer also is subject to the Americans with Disabilities Act (ADA). Consistent with the ADA, Cognizant's policy is to provide reasonable accommodations to any individual with a disability who needs such an accommodation to complete the job application process or to perform the job in question. If you need such an accommodation, you may request it at any time by contacting your Talent Manager or your immediate supervisor. Making a request for an accommodation will not subject you to any adverse treatment.

If you have a disability or are a covered veteran and would like to self-identify, please complete this form and return to Cognizant Human Resources, either along with your initial new hire paperwork, or post-start date via fax to 973-352-6600.

Signature:	* Date :	12/21/2010