



a Novartis company

December 30, 2015

Dear Immigration Officer:

This letter is written to verify that Alcon Corporation and Mindtree Limited ("Mindtree") entered into a Master Services Agreement ("MSA") in Jan 01, 2012 ("Effective Date") for the provision of IT solutions and services. Mindtree contracted directly with Alcon Corporation, and Alcon Corporation is the end-user of Mindtree services. The current Statement of Work pursuant to the MSA is valid to 31-Dec-2018 and is renewable. We have an excellent working relationship with Mindtree and anticipate that they will continue to provide IT services in connection with Alcon projects for the foreseeable future.

As set forth in the MSA, employees of Mindtree working on Alcon Corporation projects are directly employed by Mindtree, are not Alcon Corporation employees, and do not possess a contractual relationship with Alcon Corporation. Furthermore, Mindtree is exclusively responsible for assigning, directing, and controlling the work of its employees; supervising and appraising employee performance; paying salaries; and carrying out such personnel actions as hiring, firing, granting promotions, and providing vacation, insurance, and other employee benefits.

Our service engagement with Mindtree has involved, and will continue to involve, multiple Mindtree resources who are responsible for providing critical IT upgrades and enhancements. Pursuant to the current Statement of Work in force, it is our understanding that Mindtree will assign Shankarananda Mallappa Parameshwarappa to our 6201, South Freeway Fort Worth, TX 76134 office as Technical Lead with an intended start date of January 18, 2016. This position requires Shankarananda Mallappa Parameshwarappa to:

- Discuss with client and gather requirements
- Design and develop the provided requirements with quality
- Unit testing the piece of code developed and maintain the same
- Effectively track and communicate work status and progress to appropriate stakeholders

Because of the sophistication of our computer systems and computer software needs, our company cannot accept the assignment of computer consulting professionals unless they possess at least a Bachelor's degree or the equivalent in Computer Science or a related field.

Under this project, we anticipate that sufficient specialty occupation work will continue to exist for Shankarananda Mallappa Parameshwarappa until the assignment completion.

While onsite, Shankarananda Mallappa Parameshwarappa, like all Mindtree employees, will work for 40 hours each week under the exclusive control of Rakesh Prasad - Account Manager, whose phone number is + 1 408-767-0400. Rakesh Prasad is a Mindtree employee who is stationed at our worksite and is charged with ensuring that the Mindtree professionals properly execute their responsibilities.

If you have additional questions regarding Alcon Corporation professional relationship with Mindtree, please contact me.

Sincerely,

Bruce Mathews
eCommerce Domain Architect
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