

LCA NOTICE

LCA Location: Des Moines, Iowa (IA) 2/3/2012 to 2/3/2015

Through this posting, Cognizant Technology Solutions US Corporation ("Cognizant") provides notice of the filing of a Labor Condition Application ("LCA," Form ETA-9035E) with the U.S. Department of Labor ("DOL") for up to **25** H-1B non-immigrants in the job title of **Systems Analyst JC65** at a wage at an annual rate of at least **\$51834** in **Des Moines, Iowa (IA)**. The LCA is valid for the period from **2/3/2012** to **2/3/2015**.

The LCA is available for public inspection at Cognizant's principal place of business, which is the headquarters office located at Glenpointe Centre West, 500 Frank W. Burr Boulevard, Teaneck, NJ 07666. Complaints alleging misrepresentation of material facts in the LCA and/or failure to comply with the terms of the LCA may be filed with any office of DOL's Wage and Hour Division.

The LCA contained various Cognizant attestations, including: (a) There is no displacement of U.S. workers in Cognizant's workforce or in the workforce of another entity (such as a client) where Cognizant employees are placed; and (b) Cognizant has and continues to make good faith efforts to recruit and hire U.S. workers who are equally or better qualified than the H-1B nonimmigrants.

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 or equally qualified, may be filed with the U.S. Department of Justice, 10th Street & Constitution Avenue NW, Washington, D.C. 20530.

Notice was posted electronically through Cognizant's Internet website at <http://cognizant.com/html/home.asp> for a period no less than 10 consecutive business days.