



Cognizant

211 Quality Circle  
College Station, TX 77845  
Phone +1 (979) 691-7700  
Fax +1 (979) 691-7750  
[www.cognizant.com](http://www.cognizant.com)

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RI Department of Labor and Training

Re: Request for Referrals

To Whom It May Concern:

Cognizant Technology Solutions is a federal government contractor subject to the non-discrimination and affirmative action compliance requirements of Executive Order 11246, the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974. As part of our commitment to supporting and advancing the employment of Women and Minorities, Protected Veterans, and Individuals with Disabilities, Cognizant Technology Solutions has developed and implemented equal employment opportunity and affirmative action policies and programs.

Because the RI Department of Labor and Training is an important source of information and assistance to Women and Minorities, Protected Veterans, and Individuals with Disabilities, I am requesting your assistance in helping us achieve our affirmative action goals. I ask that you inform your constituents of employment opportunities available with Cognizant Technology Solutions, and refer qualified candidates to us.

Lastly, if you have any questions concerning Cognizant Technology Solutions, please contact Brittany Rubidoux (contact information below). Additional information can also be found on our website at [www.cognizant.com](http://www.cognizant.com). Thank you in advance for your cooperation and support.

Sincerely,

Jennifer Conyac  
Director, Recruiting Operations

Program Contact: Brittany Rubidoux  
Email: [Brittany.Rubidoux@cognizant.com](mailto:Brittany.Rubidoux@cognizant.com)  
Phone: 201-519-5468