

March 25, 2013

Subject: Letter of Commendation –

Natasha J. Schebella
CEO, President & Owner, NBS Enterprises, LLC

I'd like to commend Natasha J. Schebella, CEO, President and Owner of NBS Enterprises, LLC, for the exceptional services delivered by her and the entire NBS team in support of iGATE's recent Medicare and Medicaid (CMS) Medicare Administrative Contractor (MAC), a \$330M+ proposal. iGATE was down-selected for Orals because of competitive advantage contributions made by Natasha and her team.

Natasha has proven herself and her company indispensable to iGATE. Over the past year, NBS Talent and Human Capital Management consultants supported two very large, complex iGATE proposals as key proposal personnel. In both instances, NBS sourced executive level subject matter experts who worked with our proposal technical and business architects to craft our win themes and pricing strategies.

As Co-Proposal Manager and an integral member of our proposal team, NBS Enterprises drew upon the expertise resident in their four business centers to lead the entire Talent and Human Capital Management aspects of our CMS MAC proposal. Each line of business channeled the company's strengths directly into our capture and proposal efforts without interruption. Through their Talent / Human Capital Management (T/HCM) practice, NBS offered an *Integrated Team-Wide Performance Management* solution that enabled iGATE to gain optimum performance from all their team members and their collective resources. NBS identified, qualified, negotiated, and secured 14 key personnel from within the medical, finance, technical, and business sectors in less than 30 calendar days. Additionally, NBS wrote the personnel section of our proposal, which encompassed incumbent personnel capture, recruiting, on-boarding, training and development, retention, succession planning, and compensation and benefits planning for of program staff of over 680 full time employees who will be deployed across 5 states. For Enterprise Resource Optimization (ERO), the NBS *Time Live Cost (TLC)* tool and methodology provide iGATE with a cost effective means of capturing a sustainable operational advantage from program investments in ... People, Processes, Information, and Technology.

Upon contract award, NBS Mission Staffing Solutions will perform in the role of Team Talent Coordinator delivering incumbent capture, new hire recruiting, and on-boarding services for the entire team. The NBS Professional Development group will orchestrate team-wide personnel and medical service provider training throughout the life of the contract.

The net result is that NBS empowered iGATE Government Solutions to act with a fresh perspective and take hold of its competitive advantage. I look forward to working with Natasha and her team at NBS Enterprises for many years to come.

Best regards,



C. Joseph McNeily
Chief Operating Officer & Executive Vice President
iGATE Government Solutions, Inc.