

CERTIFICATE OF COMPLIANCE WITH HIPAA PRIVACY REQUIREMENTS
UNDER THE
MPHASIS EMPLOYEE HEALTH & WELFARE BENEFIT PLAN

MphasiS (“Plan Sponsor”) of the MphasiS Employee Health & Welfare Benefit Plan (the “Plan”), hereby certifies the following:

Amendment of the Plan Document – The Plan has been amended in compliance with the permitted and required uses and disclosures of protected health information under the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) as specifically defined in 45 CFR 164.504(f)(2).

Plan Sponsor Compliance – The Plan Sponsor agrees to comply with the provisions of the Plan as amended to conform to the requirements of HIPAA

Disclosures of Protected Health Information – The Plan will disclose protected health information to the Plan Sponsor only upon receipt of this certification, executed by an authorized officer of the Plan Sponsor

MphasiS

<Signature, Name & Title of authorized MphasiS official>