Feb 13, 2020

United States Citizenship and Immigration Services
USCIS Service Center

Re: Chethan Bidarahally Siddalingappa

Dear Officer:

I offer this letter to detail the conditions of the direct, full-time, 40 hour per week employment of Chethan Bidarahally Siddalingappa.

Work Activities

Mr. Chethan Bidarahally Siddalingappa's work activities will include:

Number	Job Duty	Percent
1	Design and Implement Cloudbees Jenkins framework using pipeline for Build, Deployment and Release automation to support different technologies.	25
	Understanding the Hartford's existing tools architecture and identify the current pain Areas. Designing, Building and Implementing continuous integration and deployment strategy with Cognizant DevOps standards to automate and build and deployment process. Develop and maintain Jenkins framework for seamless software delivery across Hartford for various lines of business. Integration of Checkmarx and Nexus IQ Scans with Jenkins framework to create Application Security platform for finding & fixing application layer vulnerabilities during software development as well as blocking attacks in real time. Enabling Static Code analysis (Sonar Scan) using Sonarqube as part of build process. Install and configure Nexus repository manager for sharing artifacts between internal teams and create proxy Nexus repositories to speed up the build process. Automating Smoke, Integration and Performance testing process and integrating with software delivery framework. Standardize the build process across the Hartford lines of business using build tools like Maven, ANT, Gradle and MSBUILD. Training the staff for performing roles and responsibilities and effective use of Jenkins, Docker, GIT, uDeploy, Nexus and Sonarqube.	

2	Onboarding Database build and deployments into DevOps scope by integrating with Jenkins framework and DBMaestro tool. Conduct diagnostic assessment of current state DevOps processes, tools, and metrics for key IT database applications in the context of Maintenance/Enhancement work through series of interviews, to identify improvement opportunities. Present recommendations, operating model, processes to application owners. Develop future state strategic roadmap and implementation plan for DevOps adoption using DBMaestro tool. Identify the pilot database applications for DevOps automation. Determine and control roles and responsibilities. Enable audit & compliance via an automated process. Manage organizational policies for DB deployments. Configuring/Installing uDeploy Agent on DBMaestro Server. Design and Implement DB Pipeline for Continuous Delivery using Jenkins framework and uDeploy. Enable automated and instant communication about database updates to business and engineering stakeholders. Demonstration of full continuous delivery model, from app/db update in source control, promoted and validated on a path to production. Design DevOps Database release management process, workflow diagram and submit to DB management team. Migration of all the DB components to DBMaestro tool.	20
3	Virtualization of servers using Docker for the test environments and dev-environments needs, also configuration automation using Docker containers. Design DevOps pipeline for Docker builds and Open shift deployment process and integrate with build and deployment pipeline. Responsible for developing Docker images to support Development and Testing Teams and their pipelines. Environment provisioning solutions using Docker. Containerizing the integration process by gitlab CI within Docker. Creating Docker images and tagging and pushing the images to nexus repository. Creating separate repository in nexus for snapshot and release versions. Container management using Docker by writing Docker files and set up the automated build on Docker HUB and installed and configured Kubernetes.	20

4	Responsible for designing and implementing Ansible Solution for the infrastructure use cases, Which Includes Developing, Testing and implementing the playbooks Working with CTO teams to understand the various steps involved in platform provisioning. Work with infrastructure team to identify and develop the possible automations for the platform solution through Ansible. Design and develop Ansible and JBOSS automation solution which acts as playbook. Configure standard RedHat Enterprise Linux (RHEL) base layer and install EAP (Enterprise Application Platform) using playbook. Work with CTO teams to test the automation solution. Rollout the solution across all the lines of businesses in Hartford. Implementation of Ansible tower platform enterprise framework for controlling, securing and managing Ansible automation with UI and restful API. Creation of training documents for automation solution. Integration of Ansible with DevOps Tooling and create CI/CD pipeline. Integration with cloud management platform, CMDB and myTechExpress. Centralizing configuration file management and deployment.	20
5	Automation of application deployments using Urban Code Deploy and enable CI/CD process. Integration of uDeploy with Jenkins and Application testing framework. Identify Components, Servers, Deployment process. Creating application and deployment templates for JBOSS, Weblogic, Content and Dotnet deployments. Integrate application smoke test and performance testing framework with uDeploy. Install and configure the required software components like Java version on application servers required for uDeploy implementation. Install uDeploy agent on all the application deployment servers. Enable software Gating process for application components. Migrate existing Jenkins components into uDeploy tool for enabling scalability, security compliance and automating continuous deploy process. Creating uDeploy migration plan and socialize with all the application areas in Hartford. Performing deployments through uDeploy and validation. Design self service capability for users to perform software deployment to different environments. Automate uDeploy application onboarding process through MTE orchestration which enables faster delivery and avoids manual effort.	10

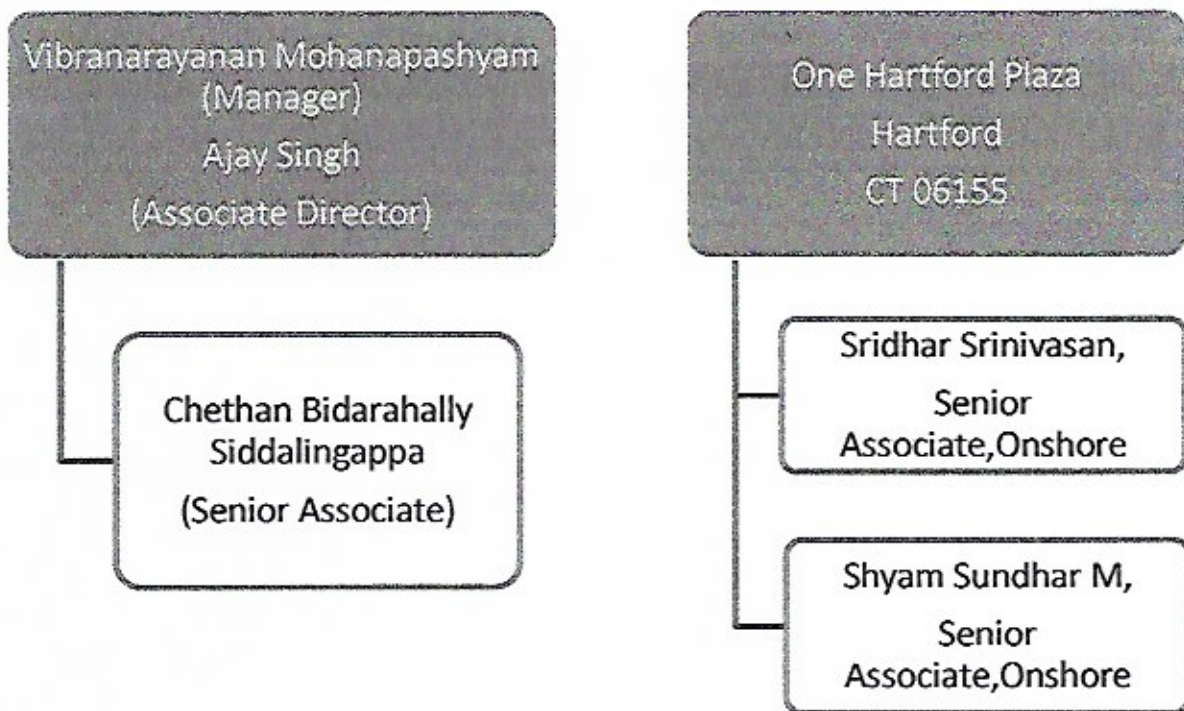| 6 | Responsible for project planning, Inventory Analysis, Impact Analysis and Scope finalization.

Creating migration plans for Jenkins framework and uDeploy implementation. Responsible for working with application teams to perform impact analysis and document road blocks. Identifying the stake holder needs. Responsible for analyzing the new technologies and tools, introduce them to team in a way it will help them to build up an agile development environment to improve product quality and work efficiency. Designing and driving the strategy for migrating applications from existing tool sets to new DevOps framework tool sets. Monitoring and reporting the project progress to all the stake holders. Documenting errors and customers questions and escalate appropriately. | 5 |
| | TOTAL | 100 |

Cognizant Software, Tools, Methods, Frameworks, Platforms and/ or Cognizant Body of Knowledge/ Best Practice/Expertise

Mr. Chethan Bidarahally Siddalingappa will use Cognizant's Best Practice to perform his job duties in the United States, specifically with respect to DevOps best process acquired through Cognizant's Learning and Development programs (e.g., Cognizant Academy) and/ or on-the-job experience within the Cognizant family of companies.

As detailed above, Chethan Bidarahally Siddalingappa will use advanced and complex IT theories and methods related to Cognizant's CDE Insurance business segment.

The below organization chart is specific to the assignment which Mr. Bidarahally Siddalingappa has been selected for in the U.S. within our CDE Insurance business unit:

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┌─────────────────────────────┐        ┌─────────────────────────────┐
│ Vibranarayanan Mohanapashyam │        │     One Hartford Plaza       │
│         (Manager)            │        │         Hartford             │
│         Ajay Singh           │        │         CT 06155             │
│    (Associate Director)      │        │                              │
└─────────────────────────────┘        └─────────────────────────────┘
        │                                      │
        │   ┌──────────────────────┐           │   ┌──────────────────────┐
        │   │  Chethan Bidarahally  │           ├───│  Sridhar Srinivasan,  │
        └───│    Siddalingappa      │           │   │       Senior          │
            │  (Senior Associate)   │           │   │  Associate,Onshore    │
            └──────────────────────┘           │   └──────────────────────┘
                                                │   ┌──────────────────────┐
                                                │   │  Shyam Sundhar M,     │
                                                └───│       Senior          │
                                                    │  Associate,Onshore    │
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Selection of Employees and Control of Work

Cognizant designs, implements, and maintains large technology systems for its clients, many of which are Fortune 100 companies. To accomplish what are frequently multi-million dollar projects, we perform a significant amount of work in-house at Cognizant offices but it is often

necessary to also have a number of Cognizant employees perform activities on-site at Client locations. When Cognizant employees are placed at a Cognizant client's worksite, the Client is not in any way their employer. At all times, Cognizant remains the sole and direct employer, and has control over the work of its employees. It is Cognizant that selects which of its employees will conduct work activities at a Client's worksite, determines what activities those employees will perform, and directly supervises and controls the work of those employees. At all times, Cognizant is responsible for paying salaries, benefits, and expenses for those employees. The Client does not employ those individuals nor does the Client in any way function as their employer.

Performance Reviews

The Performance Management Process at Cognizant is a structured, formal interaction between an employee and his or her manager. This process includes evaluating performance against set objectives and competencies applicable for that role, providing performance feedback, identifying development needs, and setting goals for the future. This on-going performance communication takes place between the employee and that employee's manager, which results in a performance rating for the employee. The objective of the Performance Management Process is to fuel the success of Cognizant and its employees.

Supervision

For the entire duration of the employment, Cognizant maintains its employer-employee relationship with all Cognizant employees, including those who may work remotely, through the managerial control that Cognizant exerts over its employees. Such Cognizant supervisory control over employees encompasses many levels of authority, including hiring/firing employees, assignment deployment/re-deployment, productivity, desired outcomes, and actual processes and tools. Cognizant also assumes all responsibilities of an employer, including the payment of wages, the withholding of payroll taxes, the payment of federal and state taxes for unemployment, and other similar legal requirements. In the course of controlling the work activities of employees, Cognizant managers use a multitude of communication media and tools, including reporting and meetings, in person or through technology, such as video conferencing, desktop video, VoIP, mobile phones, and instant messaging, as well as through Cognizant systems and tools.

Cognizant's practice of entering into MSAs and other contractual agreements that are under the governance of the relevant MSA, with our clients is premised on a host of business reasons. Many of these business and legal considerations serve as the underlying basis for the validity period of the agreement, which may not be representative of the full length or duration of our client relationship and Cognizant's provision of services. Indeed, most of our short term agreements entered into under the governing MSA are renewed subsequent to negotiations with our clients, either prior to or after the expiration of the existing short term agreement. One consideration for Cognizant limiting the validity of a customer agreement is risk of payment default, specifically bankruptcy where a court could require that Cognizant continue to provide services if our

agreement is in effect on the date the of bankruptcy petition filing. Another example involves a warranty that begins only once the specified phase of the work is completed whereas a longer duration agreement would essentially extend the warranty to the interim services which is not commercially reasonable for Cognizant.

Please feel free to contact me for additional information. Thank you.

Sincerely,

Vibranarayanan Mohanapashyam
Architect DevOps Engineer
Contact Number -7324017592

Email:Vibranarayanan.M@cognizant.com