Cognizant

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May 11 , 2018

United States Citizenship and Immigration Services
USCIS Service Center

Re: VELMURUGAN DHANAPAL

Dear Officer:

I offer this letter to detail the conditions of the direct employment of VELMURUGAN DHANAPAL .

Employment With Cognizant

Selection of Employees and Control of Work

Cognizant is not a staffing agency. Rather, 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

Cognizant is among the majority of U.S. businesses that permit employees to work remotely, e.g., from their home and/or a client worksite. 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 Software,Tools, Methods, Frameworks, Platforms and/ or Cognizant Body of Knowledge/ Best Practice/Expertise

Mr. VELMURUGAN DHANAPAL will use Cognizant's Test Robot tool and Spritz Tool to create automation test suites which is directly related to Cognizant's Quality Engineering and Assurance Business unit.

Associate's Work Activities

VELMURUGAN DHANAPAL's work activities will include:

- Design and develop the application for AWS and Azure cloud platform and ensure Cognizant standards met in all deliverables.
- Building a responsive web application which will run on all platforms including the mobile by extensively using Spring Boot, Spring Cloud and Microservices.
- Run SonarQube, Find Bugs and Rational Performance Tester tools to measure the Code complexity, performance tuning and suggest various best practices that can be used to improvise the performance.
- Configure Solr Search engine and integrate to the application to improve the performance and configure JMS with Apache ActiveMQ in JBOSS.
- Review the code changes made in Java, Spring, Hibernate, ADF to ensure that they are bug free.

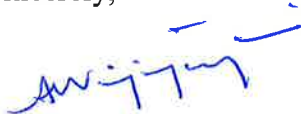- Technical support during acceptance testing, responsible for all the quality and SOX compliance checks in the project and other technical document preparation. Provide value additions to the application through Continuous Improvements initiatives such as perfective and adaptive items.

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,

Vijayaraaghavan Manoharan
Sr. Manager - Projects
4247574131