11/02/2018

U.S. Department of Homeland Security
U.S. Citizenship and Immigration Services

RE: H-1B Petition on behalf of Ashish Veera

Dear Officer:

My name is Hari Prasad Devendran and I serve as Program Manager at Tata Consultancy Services Limited. ("TCSL"). I am writing this letter to confirm that pursuant to the H-1B petition filed on behalf of Ashish Veera (hereinafter, "the Beneficiary"), TCSL requires the services of the Beneficiary in the role of **Data Warehouse Specialist** on the **Decision Science Design Analytics project** for our client, **United Services Automobile Association ("USAA")** at their worksite located at **9800, Fredericksburg Road, San Antonio, Texas, 78288**

The business relationship between USAA, and TCSL has been ongoing since 1998 whereby TCSL provides application development, maintenance, enhancement, and support services for various technology projects. TCSL now requires the Beneficiary's services so that he may work in the specialty occupation of Data Warehouse Specialist on a project at USAA's worksite in San Antonio, Texas. TCSL has an ongoing relationship with USAA pursuant to the Master Services Agreement executed on 07/01/2015. Pursuant to that Agreement, TCSL has been engaged for DECISION SCIENCE DESIGN ANALYTICS project for which the beneficiary's professional services are required as a Data Warehouse Specialist. It is anticipated that the beneficiary's services will be required through at least May 2020.

I. Assignment Duration

01/01/2019– 05/31/2020

II. Project Description

Name of project: Decision Science Design Analytics

Scope, nature and purpose of project:

USAA is a worldwide insurance and diversified financial services family of companies' head quartered in San Antonio, Texas. USAA currently serves more than 11.4 million members of the U.S. military and their families. USAA has provided Insurance and financial services to the US military community and their families since 1922. A member owned Fortune 500 Company, USAA owns and manages more than $137 billion in assets.

One of the current TCSL assignment is to enable USAA to provide security to its customer's financial transactions in all possible ways. The Decision Science Design Analytics project, which is under the umbrella of Enterprise Security Group, aids in preventing fraudulent transactions and detecting any financial fraud happening at USAA by sourcing, extracting, loading, transforming, understanding and analyzing different types of data coming from various sources and entities. The primary focus of the project is to design, develop, maintain and enhance the data warehouse systems and building new data marts for Decision Science Design Analytics, thereby enabling the Decision Science analysts to leverage the data available from the data warehouses and the corresponding data marts, in order to make informed decisions and thereby efficiently prevent, detect and report the fraudulent transactions. USAA gets most of the data including customer demographic information, customer communication preferences data, Insurance claims data, past financial records, web and mobile authentication log data, web and mobile session data, financial products owned by the customer (such as Insurance, Banking, Investments, IRA's & Health Insurance), customer transactional data (such as remote deposits, credit card transactions, debit card transactions, wire transfers, direct deposits) and other information from various entities which are stored in different operational databases (such as DB2, Oracle). This data is extracted, transformed and stored in data warehouse and databases from which data marts are created, and then combined with the past fraudulent transactional data to study, analyze and design rules by using automated programming and there by prevent and detect any future fraudulent transactions. The data is also moved from operational data warehouse to reporting databases mapped to data marts from which it is extracted, validated and analyzed to generate reports, dashboards, make data decision models, which helps USAA to prevent and detect fraud from all aspects. This project also reports daily updates on data related to real time suspicious callers and high dollar amount transfers, by collecting information from a myriad of sources stored in different data sources like DB2, Oracle, and other files. This project also helps in migrating the reports from legacy system to best in technology, thereby assisting the decision science analysts to better monitor and prevent the fraud activities. The process includes cleansing and cross referencing structured or unstructured data, synchronization between source and target databases/ data, integration, loading of the data, generation of reports and alert notification.

The project's goal also includes end-to-end development, from requirements gathering, analysis, design, development, testing, maintenance & support and production deployment of data warehouse, data marts and reports of varying complexity.

TCSL, with its extensive experience of the financial services industry, brings in a pool of accredited and Industry Experience rich associates with deep domain understanding and Initiative approaches. TCSL has extensive experience in developing enterprise applications for fraud detection and prevention in the financial services industry. More than half a decade TCSL has

been servicing USAA in financial service industry which makes TCSL a unique service provider to USAA. TCSL fraud practice has harnessed this experience and expertise in developing solutions in fraud prevention and detection. TCSL with the strong domain and technical expertise provides solutions to the customers that helps in achieving their business directives.

Project Technical description:

Databases	**:** Netezza, DB2, SQL Server 2008, Unix Database (UDB), Oracle 12g
Languages/Scripting	**:** Java, SQL, PL/SQL, Python, UNIX Shell scripting, Apache Hive
ETL Tool	**:** IBM InfoSphere DataStage 11.5
Big Data Technology	: Hadoop Distributed File System (HDFS), Hive
Reporting and Analytics Suite	**:** Tableau, SQL Server, SAS Enterprise Guide, IBM SPSS Statistics, MS Excel, MS PowerPoint
Code Maintenance & Review Tool	**:** GitLab
Scheduling Tool	**:** BMC Control-M
Other Tools/ Software	**:** Microsoft Visual Studio, IBM Rational Team Concert, SQL Squirrel, SQL Studio Management, Beyond Compare, CA Erwin Data Modeler, Jupyter notebook, Eclipse IDE, IBM UrbanCode deploy, Microsoft Word, Putty, Splunk
Operating Systems	**:** Windows 7 Enterprise, Unix, Linux

III. Position Description

The Beneficiary will be responsible for:

Sl No	Job Duties	Percentage of Time
1	Identifying the business requirements and document the usage expectations for the Data Warehouse and the corresponding data marts, from the USAA business users.	10%
2	Analyze the requirements and develop a conceptual model for the data warehouse, which can be used by the USAA Business users and Decision Science Analysts to connect business concepts to data warehouse database structures.	10%

3	Design the structure of the data ware house by constructing logical data models. Also, participate in architecture design meetings to drive system design to meet architecture guidance.	20%
4	Develop the Physical data ware house structures and the corresponding data marts.	25%
5	Prepare, Execute, and document the results of Unit testing, Integration testing and Performance testing for the data warehouse systems.	10%
6	Provide maintenance and support to the data warehouse users and trouble shoot ad-hoc issues and deploy appropriate fixes.	10%
7	Perform code reviews, design reviews and test case reviews to ensure that the best practices are incorporated during the entire lifecycle of Data warehouse and data mart development in order to ensure quality of the end product.	10%
8	Coordinate with the End user, Business and Core Agile Team and participate in all the agile ceremonies.	5%

IV. Itinerary of Services

In the specialty occupation, the Beneficiary will interact with Business and have to apply his business and technical knowledge to convert the complex requirements into design documents (Conceptual data model, Logical data models using Entity Relationship diagrams), and then develop, modify, test, and maintain robust Data warehouse systems and data marts for Decision Science Design analytics. The Beneficiary is also responsible for mapping data from various data warehouses, databases and to data marts by making complex SQL queries, writing programs, generating real time reports and provide end-to-end support for Decision Science Analytics team. The Beneficiary will also perform code reviews, configuration management such as code merge, production release, scheduling batch jobs and identify pain points and implement the appropriate fixes and discuss the possibilities of adopting the modern trends in technologies.

Based on the specific assignments and according to the targets and timelines in the project plan, the Beneficiary will perform the following duties:

Period of Service (mm/dd/yy to mm/dd/yy)	**Service Engagement Details** Beneficiary is engaged in delivering the following services:	**% of Time**	**Minimum Education Required for duty**
01/01/19 to 03/31/19	**During Planning Phase:** • Meeting with USAA business team to identify the requirements related to creating a data	10%	Bachelor's degree or its equivalent in Computer

	warehouse/ data mart to store **web & mobile authentication data and session data.** • Document the usage expectations of USAA Decision Science analysts, in terms of leveraging the data from the data warehouse and the corresponding data marts. • Identify and document the measures, aggregations and frequency of updates required to the data ware house and data mart. • Engage in real time day-to-day interactions with the USAA business users and the Decision Science analysts using agile methodology. • Prioritize the tasks based on nature of work and help Scrum master to estimate the complexity of user stories.		Science, Engineering, Information Systems, or a directly related field
	<u>During Analysis Phase:</u> • Identify source data bases and perform data analysis on the source databases data and prepare an initial analysis report containing the description for **web & mobile authentication and session data** to provide insights to USAA decision science analysts. • Develop a conceptual model for the data warehouse, by creating Entity Relationship diagrams, which can be used by the USAA Business users and Decision Science Analysts to connect business concepts to data warehouse database structures. • Analyze the existing process, system and data and present the results of the analysis to the USAA Business team and Enterprise Architects in order to refine and logically structure the existing requirements. • Analyze extract tools used to derive Tables/Views of data, determine the relationships between data objects and understand the architecture, type and state of data on current data warehouse system.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	• Analyze historical data to identify trends, patterns or correlation between the data variables that are required to be included in the data mart.		
	<u>During Design Phase:</u> • Define the structure of the Data Warehouse by deriving the logical data models for the data warehouse from the conceptual data model. • Document the source to target data mapping at a conceptual level, between USAA's transactional source systems that contain the data related to **web & mobile authentications and session level data**, data warehouses and the corresponding data marts related to USAA Decision Science Design Analytics team. • Participate in architecture design meetings to drive system design to meet architecture guidance. • Present the design documents to the USAA Business team and get the sign-off on the proposed design.	20%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	<u>During Development Phase:</u> • Build the Physical Data warehouse data base structures & corresponding data marts and populate the data ware house with **web & mobile authentication data and session data** by extracting and loading the data destined for the Data Warehouse from the source database systems. The specific tasks involved in here are: i) Work with source system analysts to understand the windows available for data extraction. ii) Program, test, implement and maintain any data extraction programs/ codes necessary to extract the data from the	25%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	source database systems, which need to be ingested into the Data warehouse. • Applying transformation rules as necessary to keep the data clean and consistent. The specific tasks include: i) Programming the data acquisition tool with the rules to be applied to the data, in accordance with the business requirements. ii) Ensuring the correct application of the business rules through data query after the data is loaded into the Data warehouse. • Develop transformation code from existing application data to new application and perform balancing. • Create data marts that store data related to **web & mobile authentication data and session data,** which is specifically indented to be used by the Decision Science Design team. • Modify existing programs to enhance performance and thereby tune the data warehouse and the corresponding data marts for optimized data access. • Build and schedule data pipeline jobs for batch loading the data warehouse systems and data marts, in accordance with the business requirements. • Develop new programs or modify existing programs to generate business rules/decisions that flag fraudulent transactions, create alerts and automate the process that will pin-point areas of the business that require immediate attention.		
	<u>During Testing Phase:</u> • Create a test schedule by estimating the amount of time required to test the data warehouse system and the corresponding data marts.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a

	• Document test plans by incorporating test cases or scenarios for performing both Unit testing and Integration testing. • Perform unit and integration testing for the data warehouse & data marts to validate the structure, correctness or quality of the **web & mobile authentication data and session data** contained in the data warehouse. • Develop data reconciliation programs to compare the target data contained in the data warehouse system and the data marts, with the original source data in order to validate the structure, quality and data accuracy and ensure that new data warehouse systems work as expected. • Develop SQL queries to validate the key constraints to ensure that they are applied on the correct keys in the appropriate tables and also perform data transform validation, data correctness validation, null validation, and duplicate validation. • Evaluate the performance of the data warehouse systems and the data marts to ensure that the data access is at optimal level.		directly related field
	<u>Provide Maintenance and Support:</u> • Troubleshoot data quality issues within the source systems, data warehouses and the data marts and deploy appropriate fixes to maintain quality and performance. • Pairing weekly with Enterprise architects /Business Users and verify that the data in database or data marts are loaded accurately and as expected and address any ad hoc issues. • Monitor the jobs/programs and perform backup and recovery if required. • Document procedures for trouble shooting known issues and support the final users of the data warehouse and data marts.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	<u>Review and Reporting:</u>	10%	Bachelor's degree or its

	• Perform code reviews, design reviews and test case reviews to ensure that the best practices are incorporated during the entire lifecycle of Data warehouse and data mart development in order to ensure quality of the end product. • Identify opportunities for further improvements that needs to be incorporated in the future enhancements of the Data warehouse and data mart development. • Review traceability matrices and verify that all the requirements have been tested. • Generate reports that aid in monitoring the volume and accuracy of fraudulent alerts that are generated by the Decision Science Design Analytics team.		equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	Coordination and Team Collaboration: • Report the progress with USAA and TCS Management and update the tasks in IBM RTC. • Provide status to Scrum meetings (Daily) and Provide valuable inputs to retrospectives(bi-weekly)	5%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
04/01/19 to 06/30/19	**During Planning Phase:** • Meeting with USAA business team to identify the requirements related to creating a data warehouse/ data mart to store **customer transactional data** (such as remote deposits, credit card transactions, debit card transactions, wire transfers, direct deposits) • Document the usage expectations of USAA Decision Science analysts, in terms of leveraging the data from the data warehouse and the corresponding data marts. • Identify and document the measures, aggregations and frequency of updates required to the data ware house and data mart.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	• Engage in real time day-to-day interactions with the USAA business users and the Decision Science analysts using agile methodology. • Prioritize the tasks based on nature of work and help Scrum master to estimate the complexity of user stories.		
	<u>During Analysis Phase:</u> • Identify source data bases that contain **customer transactional data** and perform data analysis on the source databases data and prepare an initial analysis report of transactions, and customers to provide insights to USAA decision science analysts. • Develop a conceptual model for the data warehouse, by creating Entity Relationship diagrams, which can be used by the USAA Business users and Decision Science Analysts to connect business concepts to data warehouse database structures. • Analyze the existing process, system and data and present the results of the analysis to the USAA Business team and Enterprise Architects in order to refine and logically structure the existing requirements. • Analyze extract tools used to derive Tables/Views of data, determine the relationships between data objects and understand the architecture, type and state of data on current data warehouse system. • Analyze historical data to identify trends, patterns or correlation between the data variables that are required to be included in the data mart.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	<u>During Design Phase:</u> • Define the structure of the Data Warehouse by deriving the logical data models for the	20%	Bachelor's degree or its equivalent in Computer Science,

	data warehouse from the conceptual data model. • Document the source to target data mapping at a conceptual level, between USAA's transactional source systems that contain **customers transactional data**, data warehouses and the corresponding data marts related to USAA Decision Science Design Analytics team. • Participate in architecture design meetings to drive system design to meet architecture guidance. • Present the design documents to the USAA Business team and get the sign-off on the proposed design.		Engineering, Information Systems, or a directly related field
	<u>During Development Phase:</u> • Build the Physical Data warehouse data base structures & corresponding data marts and populate the data ware house with **customers transactional data** by extracting and loading the data destined for the Data Warehouse from the source database systems. The specific tasks involved in here are: iii) Work with source system analysts to understand the windows available for data extraction. iv) Program, test, implement and maintain any data extraction programs/ codes necessary to extract the data from the source database systems, which need to be ingested into the Data warehouse. • Applying transformation rules as necessary to keep the data clean and consistent. The specific tasks include: iii) Programming the data acquisition tool with the rules to be applied to the data, in accordance with the business requirements. iv) Ensuring the correct application of the business rules through data query after	25%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	the data is loaded into the Data warehouse. • Develop transformation code from existing application data to new application and perform balancing. • Create data marts that store data related to **customers transactional data**, which is specifically indented to be used by the Decision Science Design team. • Modify existing programs to enhance performance and thereby tune the data warehouse and the corresponding data marts for optimized data access. • Build and schedule data pipeline jobs for batch loading the data warehouse systems and data marts, in accordance with the business requirements. • Develop new programs or modify existing programs to generate business rules/decisions that flag fraudulent transactions, create alerts and automate the process that will pin-point areas of the business that require immediate attention.		
	<u>During Testing Phase:</u> • Create a test schedule by estimating the amount of time required to test the data warehouse system and the corresponding data marts. • Document test plans by incorporating test cases or scenarios for performing both Unit testing and Integration testing. • Perform unit and integration testing for the data warehouse & data marts to validate the structure, correctness or quality of the **customer transactional data** contained in the data warehouse. • Develop data reconciliation programs to compare the target data contained in the data warehouse system and the data marts, with the original source data in order to validate the structure, quality and data accuracy and	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	ensure that new data warehouse systems work as expected. • Develop SQL queries to validate the key constraints to ensure that they are applied on the correct keys in the appropriate tables and also perform data transform validation, data correctness validation, null validation, and duplicate validation. • Evaluate the performance of the data warehouse systems and the data marts to ensure that the data access is at optimal level.		
	Provide Maintenance and Support: • Troubleshoot data quality issues within the source systems, data warehouses and the data marts and deploy appropriate fixes to maintain quality and performance. • Pairing weekly with Enterprise architects /Business Users and verify that the data in database or data marts are loaded accurately and as expected and address any ad hoc issues. • Monitor the jobs/programs and perform backup and recovery if required. • Document procedures for trouble shooting known issues and support the final users of the data warehouse and data marts.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	Review and Reporting: • Perform code reviews, design reviews and test case reviews to ensure that the best practices are incorporated during the entire lifecycle of Data warehouse and data mart development in order to ensure quality of the end product. • Identify opportunities for further improvements that needs to be incorporated in the future enhancements of the Data warehouse and data mart development. • Review traceability matrices and verify that all the requirements have been tested.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	• Generate reports that aid in monitoring the volume and accuracy of fraudulent alerts that are generated by the Decision Science Design Analytics team.		
	<u>Coordination and Team Collaboration:</u> • Report the progress with USAA and TCS Management and update the tasks in IBM RTC. • Provide status to Scrum meetings (Daily) and Provide valuable inputs to retrospectives(bi-weekly)	5%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
07/01/19 to 09/30/19	**<u>During Planning Phase:</u>** • Meeting with USAA business team to identify the requirements related to creating a data warehouse/ data mart to store data related to **financial products owned by the customers** (such as Insurance, Banking, Investments, IRA's & Health Insurance) • Document the usage expectations of USAA Decision Science analysts, in terms of leveraging the data from the data warehouse and the corresponding data marts. • Identify and document the measures, aggregations and frequency of updates required to the data ware house and data mart. • Engage in real time day-to-day interactions with the USAA business users and the Decision Science analysts using agile methodology. • Prioritize the tasks based on nature of work and help Scrum master to estimate the complexity of user stories.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	<u>During Analysis Phase:</u> • Identify source data bases that contain data related to **financial products owned by the customers** and perform data analysis on the	10%	Bachelor's degree or its equivalent in Computer Science,

	source databases data and prepare an initial analysis report for the corresponding data to provide insights to USAA decision science analysts. • Develop a conceptual model for the data warehouse, by creating Entity Relationship diagrams, which can be used by the USAA Business users and Decision Science Analysts to connect business concepts to data warehouse database structures. • Analyze the existing process, system and data and present the results of the analysis to the USAA Business team and Enterprise Architects in order to refine and logically structure the existing requirements. • Analyze extract tools used to derive Tables/Views of data, determine the relationships between data objects and understand the architecture, type and state of data on current data warehouse system. • Analyze historical data to identify trends, patterns or correlation between the data variables that are required to be included in the data mart.		Engineering, Information Systems, or a directly related field
	<u>During Design Phase:</u> • Define the structure of the Data Warehouse by deriving the logical data models for the data warehouse from the conceptual data model. • Document the source to target data mapping at a conceptual level, between USAA's transactional source systems that contain data related to **financial products owned by the customer**, data warehouses and the corresponding data marts related to USAA Decision Science Design Analytics team. • Participate in architecture design meetings to drive system design to meet architecture guidance.	20%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	• Present the design documents to the USAA Business team and get the sign-off on the proposed design.		
	<u>During Development Phase:</u> • Build the Physical Data warehouse data base structures & corresponding data marts and populate the data ware house with **customer financial product ownership information** by extracting and loading the data destined for the Data Warehouse from the source database systems. The specific tasks involved in here are: v) Work with source system analysts to understand the windows available for data extraction. vi) Program, test, implement and maintain any data extraction programs/ codes necessary to extract the data from the source database systems, which need to be ingested into the Data warehouse. • Applying transformation rules as necessary to keep the data clean and consistent. The specific tasks include: v) Programming the data acquisition tool with the rules to be applied to the data, in accordance with the business requirements. vi) Ensuring the correct application of the business rules through data query after the data is loaded into the Data warehouse. • Develop transformation code from existing application data to new application and perform balancing. • Create data marts that store data related to that contain data related to **financial products owned by the customer,** which is specifically indented to be used by the Decision Science Design team. • Modify existing programs to enhance performance and thereby tune the data	25%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	warehouse and the corresponding data marts for optimized data access. • Build and schedule data pipeline jobs for batch loading the data warehouse systems and data marts, in accordance with the business requirements. • Develop new programs or modify existing programs to generate business rules/decisions that flag fraudulent transactions, create alerts and automate the process that will pin-point areas of the business that require immediate attention.		
	<u>During Testing Phase:</u> • Create a test schedule by estimating the amount of time required to test the data warehouse system and the corresponding data marts. • Document test plans by incorporating test cases or scenarios for performing both Unit testing and Integration testing. • Perform unit and integration testing for the data warehouse & data marts to validate the structure, correctness or quality of the data warehouse containing data related to **financial products owned by the customers**. • Develop data reconciliation programs to compare the target data contained in the data warehouse system and the data marts, with the original source data in order to validate the structure, quality and data accuracy and ensure that new data warehouse systems work as expected. • Develop SQL queries to validate the key constraints to ensure that they are applied on the correct keys in the appropriate tables and also perform data transform validation, data correctness validation, null validation, and duplicate validation. • Evaluate the performance of the data warehouse systems and the data marts to ensure that the data access is at optimal level.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	Provide Maintenance and Support: • Troubleshoot data quality issues within the source systems, data warehouses and the data marts and deploy appropriate fixes to maintain quality and performance. • Pairing weekly with Enterprise architects /Business Users and verify that the data in database or data marts are loaded accurately and as expected and address any ad hoc issues. • Monitor the jobs/programs and perform backup and recovery if required. • Document procedures for trouble shooting known issues and support the final users of the data warehouse and data marts.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	Review and Reporting: • Perform code reviews, design reviews and test case reviews to ensure that the best practices are incorporated during the entire lifecycle of Data warehouse and data mart development in order to ensure quality of the end product. • Identify opportunities for further improvements that needs to be incorporated in the future enhancements of the Data warehouse and data mart development. • Review traceability matrices and verify that all the requirements have been tested. • Generate reports that aid in monitoring the volume and accuracy of fraudulent alerts that are generated by the Decision Science Design Analytics team.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	Coordination and Team Collaboration: • Report the progress with USAA and TCS Management and update the tasks in IBM RTC.	5%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a

	• Provide status to Scrum meetings (Daily) and Provide valuable inputs to retrospectives(bi-weekly)		directly related field
10/01/19 to 12/31/19	**<u>During Planning Phase:</u>** • Meeting with USAA business team to identify the requirements to create a data warehouse/ data mart to store data related to **customer demographic information and communication preferences.** • Document the usage expectations of USAA Decision Science analysts, in terms of leveraging the data from the data warehouse and the corresponding data marts. • Identify and document the measures, aggregations and frequency of updates required to the data ware house and data mart. • Engage in real time day-to-day interactions with the USAA business users and the Decision Science analysts using agile methodology. • Prioritize the tasks based on nature of work and help Scrum master to estimate the complexity of user stories.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	<u>During Analysis Phase:</u> • Identify source data bases and perform data analysis on the source databases that contain data related to that contain data related to **customer demographic information and communication preferences** and prepare an initial analysis report for the corresponding data to provide insights to USAA decision science analysts. • Develop a conceptual model for the data warehouse, by creating Entity Relationship diagrams, which can be used by the USAA Business users and Decision Science Analysts to connect business concepts to data warehouse database structures.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	• Analyze the existing process, system and data and present the results of the analysis to the USAA Business team and Enterprise Architects in order to refine and logically structure the existing requirements. • Analyze extract tools used to derive Tables/Views of data, determine the relationships between data objects and understand the architecture, type and state of data on current data warehouse system. • Analyze historical data to identify trends, patterns or correlation between the data variables that are required to be included in the data mart.		
	<u>During Design Phase:</u> • Define the structure of the Data Warehouse by deriving the logical data models for the data warehouse from the conceptual data model. • Document the source to target data mapping at a conceptual level, between USAA's transactional source systems that contain data related to **customer demographic information and communication preferences**, data warehouses and the corresponding data marts related to USAA Decision Science Design Analytics team. • Participate in architecture design meetings to drive system design to meet architecture guidance. • Present the design documents to the USAA Business team and get the sign-off on the proposed design.	20%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	<u>During Development Phase:</u> • Build the Physical Data warehouse data base structures & corresponding data marts and populate the data ware house with data related to **customer demographic**	25%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a

	information and communication preferences, by extracting and loading the data destined for the Data Warehouse from the source database systems. The specific tasks involved in here are: vii) Work with source system analysts to understand the windows available for data extraction. viii) Program, test, implement and maintain any data extraction programs/ codes necessary to extract the data from the source database systems, which need to be ingested into the Data warehouse. • Applying transformation rules as necessary to keep the data clean and consistent. The specific tasks include: vii) Programming the data acquisition tool with the rules to be applied to the data, in accordance with the business requirements. viii) Ensuring the correct application of the business rules through data query after the data is loaded into the Data warehouse. • Develop transformation code from existing application data to new application and perform balancing. • Create data marts that store data related to **customer demographic information and communication preferences,** which is specifically indented to be used by the Decision Science Design team. • Modify existing programs to enhance performance and thereby tune the data warehouse and the corresponding data marts for optimized data access. • Build and schedule data pipeline jobs for batch loading the data warehouse systems and data marts, in accordance with the business requirements. • Develop new programs or modify existing programs to generate business rules/decisions that flag fraudulent		directly related field

	transactions, create alerts and automate the process that will pin-point areas of the business that require immediate attention.		
	<u>During Testing Phase:</u> • Create a test schedule by estimating the amount of time required to test the data warehouse system and the corresponding data marts. • Document test plans by incorporating test cases or scenarios for performing both Unit testing and Integration testing. • Perform unit and integration testing for the data warehouse & data marts to validate the structure, correctness or quality of the data warehouse containing data related to **customer demographic information and communication preferences.** • Develop data reconciliation programs to compare the target data contained in the data warehouse system and the data marts, with the original source data in order to validate the structure, quality and data accuracy and ensure that new data warehouse systems work as expected. • Develop SQL queries to validate the key constraints to ensure that they are applied on the correct keys in the appropriate tables and also perform data transform validation, data correctness validation, null validation, and duplicate validation. • Evaluate the performance of the data warehouse systems and the data marts to ensure that the data access is at optimal level.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	<u>Provide Maintenance and Support:</u> • Troubleshoot data quality issues within the source systems, data warehouses and the data marts and deploy appropriate fixes to maintain quality and performance.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a

	• Pairing weekly with Enterprise architects /Business Users and verify that the data in database or data marts are loaded accurately and as expected and address any ad hoc issues. • Monitor the jobs/programs and perform backup and recovery if required. • Document procedures for trouble shooting known issues and support the final users of the data warehouse and data marts.		directly related field
	Review and Reporting: • Perform code reviews, design reviews and test case reviews to ensure that the best practices are incorporated during the entire lifecycle of Data warehouse and data mart development in order to ensure quality of the end product. • Identify opportunities for further improvements that needs to be incorporated in the future enhancements of the Data warehouse and data mart development. • Review traceability matrices and verify that all the requirements have been tested. • Generate reports that aid in monitoring the volume and accuracy of fraudulent alerts that are generated by the Decision Science Design Analytics team.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	Coordination and Team Collaboration: • Report the progress with USAA and TCS Management and update the tasks in IBM RTC. • Provide status to Scrum meetings (Daily) and Provide valuable inputs to retrospectives(bi-weekly)	5%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
01/01/20 to 03/31/20	**During Planning Phase:** • Meeting with USAA business team to identify the requirements related to creating a data warehouse / data mart to store data related to **customers Insurance claims data**.	10%	Bachelor's degree or its equivalent in Computer Science,

	• Document the usage expectations of USAA Decision Science analysts, in terms of leveraging the data from the data warehouse and the corresponding data marts. • Identify and document the measures, aggregations and frequency of updates required to the data ware house and data mart. • Engage in real time day-to-day interactions with the USAA business users and the Decision Science analysts using agile methodology. • Prioritize the tasks based on nature of work and help Scrum master to estimate the complexity of user stories.		Engineering, Information Systems, or a directly related field
	<u>During Analysis Phase:</u> • Identify source data bases and perform data analysis on the source databases data that contain data related to **customers Insurance claims data** and prepare an initial analysis report of transactions, customers, and claims to provide insights to USAA decision science analysts. • Develop a conceptual model for the data warehouse, by creating Entity Relationship diagrams, which can be used by the USAA Business users and Decision Science Analysts to connect business concepts to data warehouse database structures. • Analyze the existing process, system and data and present the results of the analysis to the USAA Business team and Enterprise Architects in order to refine and logically structure the existing requirements. • Analyze extract tools used to derive Tables/Views of data, determine the relationships between data objects and understand the architecture, type and state of data on current data warehouse system. • Analyze historical data to identify trends, patterns or correlation between the data	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	variables that are required to be included in the data mart.		
	During Design Phase: • Define the structure of the Data Warehouse by deriving the logical data models for the data warehouse from the conceptual data model. • Document the source to target data mapping at a conceptual level, between USAA's transactional source systems that contain data related to **customers Insurance claims data**, data warehouses and the corresponding data marts related to USAA Decision Science Design Analytics team. • Participate in architecture design meetings to drive system design to meet architecture guidance. • Present the design documents to the USAA Business team and get the sign-off on the proposed design.	20%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	During Development Phase: • Build the Physical Data warehouse data base structures & corresponding data marts and populate the data ware house with data related to **customers Insurance claims data,** by extracting and loading the data destined for the Data Warehouse from the source database systems. The specific tasks involved in here are: ix) Work with source system analysts to understand the windows available for data extraction. x) Program, test, implement and maintain any data extraction programs/ codes necessary to extract the data from the source database systems, which need to be ingested into the Data warehouse.	25%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	• Applying transformation rules as necessary to keep the data clean and consistent. The specific tasks include: ix) Programming the data acquisition tool with the rules to be applied to the data, in accordance with the business requirements. x) Ensuring the correct application of the business rules through data query after the data is loaded into the Data warehouse. • Develop transformation code from existing application data to new application and perform balancing. • Create data marts that store data related to **customers Insurance claims data,** which is specifically indented to be used by the Decision Science Design team. • Modify existing programs to enhance performance and thereby tune the data warehouse and the corresponding data marts for optimized data access. • Build and schedule data pipeline jobs for batch loading the data warehouse systems and data marts, in accordance with the business requirements. • Develop new programs or modify existing programs to generate business rules/decisions that flag fraudulent transactions, create alerts and automate the process that will pin-point areas of the business that require immediate attention.		
	<u>During Testing Phase:</u> • Create a test schedule by estimating the amount of time required to test the data warehouse system and the corresponding data marts. • Document test plans by incorporating test cases or scenarios for performing both Unit testing and Integration testing.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	• Perform unit and integration testing for the data warehouse & data marts to validate the structure, correctness or quality of the data warehouse containing data related to **customers Insurance claims data.** • Develop data reconciliation programs to compare the target data contained in the data warehouse system and the data marts, with the original source data in order to validate the structure, quality and data accuracy and ensure that new data warehouse systems work as expected. • Develop SQL queries to validate the key constraints to ensure that they are applied on the correct keys in the appropriate tables and also perform data transform validation, data correctness validation, null validation, and duplicate validation. • Evaluate the performance of the data warehouse systems and the data marts to ensure that the data access is at optimal level.		
	Provide Maintenance and Support: • Troubleshoot data quality issues within the source systems, data warehouses and the data marts and deploy appropriate fixes to maintain quality and performance. • Pairing weekly with Enterprise architects /Business Users and verify that the data in database or data marts are loaded accurately and as expected and address any ad hoc issues. • Monitor the jobs/programs and perform backup and recovery if required. • Document procedures for trouble shooting known issues and support the final users of the data warehouse and data marts.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	Review and Reporting: • Perform code reviews, design reviews and test case reviews to ensure that the best practices are incorporated during the entire	10%	Bachelor's degree or its equivalent in Computer Science,

	lifecycle of Data warehouse and data mart development in order to ensure quality of the end product. • Identify opportunities for further improvements that needs to be incorporated in the future enhancements of the Data warehouse and data mart development. • Review traceability matrices and verify that all the requirements have been tested. • Generate reports that aid in monitoring the volume and accuracy of fraudulent alerts that are generated by the Decision Science Design Analytics team.		Engineering, Information Systems, or a directly related field
	Coordination and Team Collaboration: • Report the progress with USAA and TCS Management and update the tasks in IBM RTC. • Provide status to Scrum meetings (Daily) and Provide valuable inputs to retrospectives(bi-weekly)	5%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
04/01/20 to 05/31/20	**During Planning Phase:** • Meeting with USAA business team to identify the requirements for augmenting a data warehouse/ data mart to store data related to **high dollar amount transfers, number of recent PIN changes for authentication, number of external accounts added and create reports accordingly.** • Document the usage expectations of USAA Decision Science analysts, in terms of leveraging the data from the data warehouse and the corresponding data marts. • Identify and document the measures, aggregations and frequency of updates required to the data ware house and data mart. • Engage in real time day-to-day interactions with the USAA business users and the	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	Decision Science analysts using agile methodology. • Prioritize the tasks based on nature of work and help Scrum master to estimate the complexity of user stories.		
	<u>During Analysis Phase:</u> • Identify source data bases and perform data analysis on the source databases data which contain data related to **high dollar amount transfers, number of recent PIN changes for authentication, number of external accounts added** and prepare an initial analysis report of transactions, customers, and claims to provide insights to USAA decision science analysts. • Develop a conceptual model for the data warehouse, by creating Entity Relationship diagrams, which can be used by the USAA Business users and Decision Science Analysts to connect business concepts to data warehouse database structures. • Analyze the existing process, system and data and present the results of the analysis to the USAA Business team and Enterprise Architects in order to refine and logically structure the existing requirements. • Analyze extract tools used to derive Tables/Views of data, determine the relationships between data objects and understand the architecture, type and state of data on current data warehouse system. • Analyze historical data to identify trends, patterns or correlation between the data variables that are required to be included in the data mart.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	<u>During Design Phase:</u> • Define the structure of the Data Warehouse by deriving the logical data models for the	20%	Bachelor's degree or its equivalent in Computer

	data warehouse from the conceptual data model. • Document the source to target data mapping at a conceptual level, between USAA's transactional source systems that contain data related to **high dollar amount transfers, number of recent PIN changes for authentication, number of external accounts added**, data warehouses and the corresponding data marts related to USAA Decision Science Design Analytics team. • Participate in architecture design meetings to drive system design to meet architecture guidance. • Present the design documents to the USAA Business team and get the sign-off on the proposed design.		Science, Engineering, Information Systems, or a directly related field
	<u>During Development Phase:</u> • Build the Physical Data warehouse data base structures & corresponding data marts and populate the data ware house by extracting data related to **high dollar amount transfers, number of recent PIN changes for authentication, number of external accounts added** and loading the data destined for the Data Warehouse from the source database systems. The specific tasks involved in here are: xi) Work with source system analysts to understand the windows available for data extraction. xii) Program, test, implement and maintain any data extraction programs/ codes necessary to extract the data from the source database systems, which need to be ingested into the Data warehouse. • Applying transformation rules as necessary to keep the data clean and consistent. The specific tasks include: xi) Programming the data acquisition tool with the rules to be applied to the data, in	25%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	accordance with the business requirements. xii) Ensuring the correct application of the business rules through data query after the data is loaded into the Data warehouse. • Develop transformation code from existing application data to new application and perform balancing. • Create data marts that store data related to transactions containing **high dollar amount transfers, number of recent PIN changes for authentication, number of external accounts added,** which is specifically indented to be used by the Decision Science Design team. • Modify existing programs to enhance performance and thereby tune the data warehouse and the corresponding data marts for optimized data access. • Build and schedule data pipeline jobs for batch loading the data warehouse systems and data marts, in accordance with the business requirements. • Develop new programs or modify existing programs to generate business rules/decisions that flag fraudulent transactions, create alerts and automate the process that will pin-point areas of the business that require immediate attention.		
	<u>During Testing Phase:</u> • Create a test schedule by estimating the amount of time required to test the data warehouse system and the corresponding data marts. • Document test plans by incorporating test cases or scenarios for performing both Unit testing and Integration testing. • Perform unit and integration testing for the data warehouse & data marts to validate the structure, correctness or quality of the data warehouse and data marts containing data	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

	related to **high dollar amount transfers, number of recent PIN changes for authentication, number of external accounts added.** • Develop data reconciliation programs to compare the target data contained in the data warehouse system and the data marts, with the original source data in order to validate the structure, quality and data accuracy and ensure that new data warehouse systems work as expected. • Develop SQL queries to validate the key constraints to ensure that they are applied on the correct keys in the appropriate tables and also perform data transform validation, data correctness validation, null validation, and duplicate validation. • Evaluate the performance of the data warehouse systems and the data marts to ensure that the data access is at optimal level.		
	Provide Maintenance and Support: • Troubleshoot data quality issues within the source systems, data warehouses and the data marts and deploy appropriate fixes to maintain quality and performance. • Pairing weekly with Enterprise architects /Business Users and verify that the data in database or data marts are loaded accurately and as expected and address any ad hoc issues. • Monitor the jobs/programs and perform backup and recovery if required. • Document procedures for trouble shooting known issues and support the final users of the data warehouse and data marts.	10%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field
	Review and Reporting: • Perform code reviews, design reviews and test case reviews to ensure that the best practices are incorporated during the entire lifecycle of Data warehouse and data mart	10%	Bachelor's degree or its equivalent in Computer Science, Engineering,

	development in order to ensure quality of the end product. • Identify opportunities for further improvements that needs to be incorporated in the future enhancements of the Data warehouse and data mart development. • Review traceability matrices and verify that all the requirements have been tested. • Generate reports that aid in monitoring the volume and accuracy of fraudulent alerts that are generated by the Decision Science Design Analytics team.		Information Systems, or a directly related field
	Coordination and Team Collaboration: • Report the progress with USAA and TCS Management and update the tasks in IBM RTC. • Provide status to Scrum meetings (Daily) and Provide valuable inputs to retrospectives(bi-weekly)	5%	Bachelor's degree or its equivalent in Computer Science, Engineering, Information Systems, or a directly related field

Please note: The above-mentioned services and dates are based on the current project status and are provided by the end client. However, these dates of engagements for each type of service will be re-evaluated from time to time on a regular basis and will be extended based on the progress of the project.

V. Position Requirements

Education:

Companies seeking to employ a **Data Warehouse Specialist** require prospective candidates to have a strong foundation in the field of Computer Science or a related field which can only be obtained through the completion of a Bachelor's degree or progressively responsible experience that is equivalent to the attainment of at least a Bachelor's degree. The skills, knowledge, and analytical thinking acquired through the acquisition of a Bachelor's degree or its equivalent is considered necessary by experts in the industry and thus the degree is considered an industry standard requirement for the position. TCSL, like other information technology services and software development companies, does not and will not employ individuals in the offered position unless they meet this minimum standard. These minimum academic requirements are consistent with the requirements for comparable positions in the industry, and they clearly mark this position as a specialty occupation.

Practical application of skills:

This position requires the Beneficiary to understand and participate in enterprise Data warehousing activities as well as technical business development efforts. The offered position requires an individual with a background in computer science or equivalent engineering field, data base design principles, Data warehouse architecture, scripting languages, programming languages, Big data technologies, data modelling, configuration management, knowledge management tools and techniques, competence in business concepts, customer relationship management, communication management, effective decision making and implementation & improvement of business processes, quality analysis, security implementation, production support and extra ordinary analytical skills.

VI. Evidence pertaining to the Beneficiary's Qualification and Skills:

The Beneficiary is well qualified for the offered professional position based on the academic credentials and prior related experience. As outlined above, the offered position clearly qualifies a specialty occupation role requiring at least a Bachelor's degree in a specific field of study, and the Beneficiary has gained the educational background and experience that we require for this position.

More specifically, the Beneficiary was awarded a **Bachelor of Technology** degree with specialization in Computer Science & Engineering from **Jawaharlal Nehru Technological University**, Hyderabad, India, in April 2009.

Apart from this education the beneficiary has also certified in below certifications,

1. **TCS BIG DATA AND HADOOP ECO SYSTEMS**
   As part of this internal certification, a successful candidate would gain the ability to work on Bigdata and Hadoop Ecosystem. This certification also measures the skill levels of an associate for applying Hadoop components to the Hadoop based solutions.

2. **TCS DATA CONCEPTS AND DATA MODELLING**
   This competency refers to the ability of the associate to develop a data model in an efficient and effective way to represent the organization's needs.

3. **TCS DATA WAREHOUSE FOUNDATION**
   This certification demonstrates the ability of a successful candidate to design and implement a data warehouse, for an organization to enable business intelligence activities.

4. **TCS BUSINESS CERTIFICATE IN FRAUD RISK MANAGEMENT**
   This course helps the associate to gain knowledge on different types of fraud that impact the organization, fraud risk framework and channels of reporting.

5. **TCS BUSINESS CERTIFICATE IN US MORTGAGE**
   This course helps candidate to acquire the business knowledge on US banking and Mortgage.

In addition to the Beneficiary's academic credentials, the Beneficiary has wide knowledge and experience working on different types of databases like Oracle 12g, DB2, Netezza, and SQL Server along with data analysis methodologies. The beneficiary has expertise in providing end-to-end solutions (data extraction, loading, transformation, model building, writing programs, analysis and maintenance) and specific design/development services across different environments. The Beneficiary possesses professional experience relevant to the offered specialty occupation and has strong expertise in designing and implementing enterprise data warehousing activities and is also highly skilled in JAVA, Python, SQL, PL/SQL, Apache Hive, Unix Shell Scripting, Big data technologies (Apache Hadoop, Hive, Map reduce). The beneficiary also has professional experience working on different software/ tools such as SAS Enterprise Guide, IBM InfoSphere DataStage, Hadoop, SQL Squirrel, CQ Erwin Data Modeler, Jupyter notebook, IBM SPSS Statistics, GitLab, Tableau, Microsoft Visual Studio, Dia, Eclipse, BMC Control-M, IBM Rational Team Concert and appreciable hands on TCS-USAA in-house utilities. Accordingly, the Beneficiary is an ideal candidate for the specialty occupation position and has gained competency in computer science principals, including:

- In-depth understanding and execution experience of Data base design Principles, and Architecture
- Ability to translate business process to applicable requirement types (functional, technical, etc.).
- Ability to analyze end to end critical business process and perform validation for the new systems/ process.
- Proficient knowledge on Enterprise Data warehouse Design and data modelling concepts.
- Expertized in knowledge of lean Agile Methodology and hands on experience in using required tools and technologies.
- Professionalized knowledge in Continuous Delivery and Continuous management.
- Ability to capture and apply the modern trends in the projects.

The Beneficiary possesses an understanding of solutions and services that can be aligned to the client's business needs, and the challenges associated with TCS-specific engagements with its clients. With this knowledge, the Beneficiary can analyze customer requirements and execute technical tasks in engagements.

VII. <u>TCSL normally requires a degree or its equivalent for the position:</u>

It is a normal practice for our organization to hire individuals in the same or similar position who hold at least a Bachelor's degree or its equivalent in a related field. TCSL has a history of this practice, and continues to hire candidates holding at minimum a Bachelor degree in a field

related to the offered position.

To ensure that candidates can perform the day-to-day job duties defined by TCSL pursuant to the engagement, TCSL requires at least a Bachelor's degree in a related quantitatively analytical field. Typically, TCSL requires as per its internal hiring policies that any person who is hired for this position has at least a Bachelor's degree or its equivalent in a related field.

The **DATA WAREHOUSE SPECIALIST** is a professional position that requires at least a Bachelor's degree or its equivalent in the fields of Computer Science, Engineering, Management Information Systems, Information Technology, or a related, quantitatively analytical field.

VIII. Why the position would be considered a Specialty Occupation (i.e. one that requires a Bachelor's degree):

The offered position requires the Beneficiary to conduct complex problem solving, critical thinking, and systems analysis to analyze Data warehouse and the corresponding Data Mart implementation needs to meet business requirements. These job duties require a fundamental understanding of Data Warehouse design concepts in order to analyze and develop robust, and scalable Data warehouse systems and the corresponding data marts. Further, these job duties require highly sophisticated technical skills and advanced computer competency with computer software. The use of this software requires the Beneficiary to conduct information ordering, where the Beneficiary must have the ability to design and develop robust Data warehouse data base structures and Data marts as per user need. The Beneficiary will conduct complex problem solving and technical analysis to troubleshoot data quality issues and support the end-to-end data warehouse development cycle, including analysis, design, Data warehouse development, Unit & Integration Testing, Performance Testing, Code deployment, Design reviews, Code reviews and Test case reviews to ensure that the best practices are incorporated during the entire lifecycle of Data warehouse and data mart development.

These skills are best acquired through completion of a Bachelor's degree in Computer Science or a related field. The specific technical skills and the general business skills acquired through completion of a Bachelor's degree in one of the above listed fields would provide the Beneficiary with the necessary skills to be successful in the offered positions. These skills could only be obtained through a minimum of a Bachelor's degree in the above-mentioned fields. It is highly unlikely that such a position would be offered to someone without this level of education and experience.

TCSL's minimum requirement for the offered position is a standard baseline requirement common to the industry in parallel positions among similar organizations. Firms similar to TCSL routinely recruit and employ only degreed individuals in the specific specialty. This requirement is necessary to ensure smooth running of the operations of the engagement leading to project deliveries and client satisfaction. Therefore, the offered position is specialty occupation requiring an in-depth knowledge of computer science.

IX. Employment control and supervision by the Petitioner:

While onsite, the Beneficiary will work for 40 hours each week under the exclusive control of Hari Prasad Devendran whose phone number is 210-215-8329, Program Manager is a TCSL employee who is stationed in US worksite and is charged with ensuring that the TCSL professionals properly execute their responsibilities.

Although the Beneficiary will be working at USAA's worksite, TCSL will exercise ultimate supervision and control of the Beneficiary's employment. USAA will not have the authority to contract out the Beneficiary's services or assign him to a different employer. Specifically, the Beneficiary will be controlled by Hari Prasad Devendran, Program Manager at TCSL, and TCSL will be responsible for all the terms and conditions of the Beneficiary's work including hiring, supervision, compensation, termination and will otherwise control the Beneficiary's day-to-day work.

Please note that TCSL is NOT a staffing company. TCSL is fully responsible for selecting and vetting candidates to work on the engagement to achieve the goals outlined in the agreement. TCSL, and not the end client, determine the minimum criteria for selection. In order to maintain its reputation and ensure that candidates are capable of performing the day-to-day job duties defined by TCSL pursuant to the engagement, TCSL requires at least a Bachelor's degree in a related quantitatively analytical field.

Please feel free to contact me if you have any further questions regarding the Beneficiary's employment.

Sincerely,

Hari Prasad Devendran,
Program Manager,
210-215-8329,
hariprasad.d@tcs.com