

Itinerary Supervisory Letter Provided

May 18, 2020

To,

U.S. Department of Homeland Security,
U.S. Citizenship and Immigration Services,
California Service Center

RE: Additional Information Related to the H-1B Petition Filed on behalf of **Rajesh Kumar Augustian**

Dear Officer:

My name is Sreenivasa R Nalluri and I serve as Operations Director at HCL America, Inc. ("HCL"). I've over 21 years of experience in Information Technology and manage team of over 160 software professionals across the globe.

I am confirming the following information, related to the H-1B petition filed for the above-mentioned beneficiary.

- **Work Location**

The beneficiary will be working under my supervision at the following address

Client Name and address:

Merck & Co., Inc.
3070 US Highway 22
Branchburg, NJ 08876,
United States of America

- **Assignment Duration**

The beneficiary position exists till 31st December 2023 (MSA/SOW Expiry Date) and is required to work out of the Merck & Co., Inc., 3070 US Highway 22, Branchburg, NJ 08876, United States of America.

- **Supervision & Control**

The Beneficiary will work for 40 hours each week under my exclusive control and supervision for the period of assignment as stated above.

HCL America as an employer will be responsible for all the terms and conditions of the beneficiary's work including hiring, supervision, compensation, termination and will control the Beneficiary's day-to-day work.

The end-client will not have the authority to contract out the beneficiary's services or assign the beneficiary a different employer. The end-client do not have any control over the beneficiary.

Supervision is done daily through daily reports, exchange of emails, review / one to one telephone calls, weekly logs & assignment emails.

For the duration of assignment, the beneficiary will periodically submit timesheets through an internal tool called Time Sheet Management System (TSMS – aka as iTime).

HCL America hires, pays, and has the can fire the beneficiary. All full employment benefits will be provided to the beneficiary.

Please refer the attachment titled “Your Customized Benefits Plan at HCL America Inc.” for details on the benefits provided to these candidates. They would be employees of HCL America Inc.

These benefits will be governed by HCL America policy and governed by HCL America only.

The beneficiary is communicated regularly about the services / tasks required to be completed and the target deliverables, time-based.

HCL America has a very clear and transparent guidelines and framework for services delivery and all assignments are implemented within that framework.

Once an assignment is assigned, the supervisor monitors, advises and guides the beneficiary through multiple avenues to ensure that the task is delivered as per guidelines and within the timelines defined. If there are any gaps or slippages, then the supervisor immediately makes amends through corrective & preventive measures and ensure that all stakeholders are involved.

HCL will be the exclusive source of all instrumentalities, technical support, and tools required to perform the duties associated with a **System Analyst**. The beneficiary's job performance will be reviewed by **Mr. Sreenivasa Rao Nalluri** (Onsite Manager)

The beneficiary will participate in regularly scheduled virtual meetings with **Mr. Sreenivasa Rao Nalluri** (Onsite Manager) and will meet in person when both are present in the office, in addition to meeting in person with other supervisors within the Services group. by **Mr. Sreenivasa Rao Nalluri** will hold regular reviews and status meetings with the beneficiary and will provide ongoing guidance regarding performance of his job responsibilities.

HCL will control and supervise all aspects of his work, retain ultimate authority regarding all aspects of his work, including promotions, salary increases, hiring and firing. The beneficiary will be compensated for his services exclusively by HCL.

- **Services Provided**

The beneficiary will provide services to **Merck & Co Inc.** while working out of the above-mentioned location. The beneficiary will provide services to the **Merck & Co Inc**

Project Description

Name of Project: **Merck Manufacturing Division Modernization Program**

Scope, nature and purpose of project:

The **Merck Manufacturing Division Modernization Program** initiative is Business Process Management & Integration implementation at MERCK there by bringing all disparate application in Merck Manufacturing Division into one centralized platform by using HCL Framework HCL-ECF & HCL-XCHANGE built using Tibco AMX Stack of products. This project involves identifying that the business process management systems and their modules that needs to be replaced or moved into the new platform system. This movement of the modules would also now involve re-pointing and re-visiting the existing interfaces which are mostly point to point. In order to fulfill this requirement, Merck came up with the idea of integrating the existing legacy applications with centralized Tibco BPM platform using the framework built by HCL named HCL-ECF & HCL-XCHANGE.

There are multiple projects planned as part of the program which includes, Market Excellence Launch (Process Tracking), Proposal Workflow System and Merck Animal Health.

Market Excellence Launch - (Process Tracking):

The scope of Project Launch Process Tracking application to develop an end to end Global platform which enables more automated launch tracking, reporting and performance monitoring from Supply Chain Strategy up to First in-market Supply. The system will minimize complexity and maximize accessibility of different data sources through the means of one centralized application. The application and business process will be developed using the HCL frameworks Tibco BPM Platform

and SAP HANA as data source which integrates various data sources such as PLURAL, ATL, COMET, ORION, APO, BPC, AMS Blue.

Proposal Workflow System and Merck Animal Health

The scope of the project is to develop enabling technology solution to support Merck transformation goals of establishing deletion and harmonization process of Merck products that are marketed globally by analyzing the cost, benefit, and usage of the products. The system is built to provide the results by enabling data analysis capabilities to Tibco stack of products which is integrated with Tibco AMX BPM automated workflow system to take decisions based on the data collected from various system that make predictions and enable business users to take deletion and harmonization decision of the products that are in market.

Job Description

The beneficiary will perform the following duties, for the period till Dec 31, 2023 (MSA/SOW Expiry Date), at the above-mentioned location

- Interaction with client and business stakeholders and Translating business and functional requirements into documented technical specifications.
- Architecting the Enterprise Application Integration (EAI) solutions and presenting the solution to Business solution managers (BSM), Enterprise Architects (EA) for approval.
- Working with Merck's business team on Integration Functional Specifications (IFS) and Integration Data Mappings (IDM) using Merck & Co Inc.'s standard templates.
- Developing the Enterprise Application Integration services using advanced Technologies like Angular, Node and Tibco BPM.
- Developing Case Management Module within the Tibco Case Management.
- Customizing Tibco Case Management Using Angular, JavaScript and CSS
- Creating Tibco BW servicer to communicate with BPM.
- REST API services to integrate with Applications.
- Implement the Enterprise Application Integration services using advanced Middleware technologies like Tibco Active Matrix Business Works, EMS and other applications.
- Follow the Merck & Co Inc. process of Integration life cycle in analyzing defects and scope change requests.
- Gather new requirements for different modules, drawing out a plan for releases of the enhancements for the application requested by the users and planning work for subsequent releases.
- Peer code reviews and Technical support/guidance.
- Verifying deployment using automation scripts for different environments (DEV, UAT, SIT & LTE).
- Production Rehearsal Activities.
- Go-Live Production Activities.

Sl. No	Activity	Percentage of time spent
1	Program Planning - Market Excellence Launch (Process Tracking), PWS and MAH: The beneficiary is responsible for prepared the detail out the objectives for the project and high-level requirements for the proposed scope. As part of the scope definition, review and revise the requirements, data, functionality (workflows, data analytics reports and queries), and infrastructure (technical and nontechnical)	10%
2	Detailed Requirement Analysis Product - Market Excellence Launch (Process Tracking), PWS and MAH: The beneficiary uses the tool Tibco BPM with Angular and Tibco Case Management, Business Analytics to rewrite all the collected requirements in BPMN format. Business Process Modeling modelling is specialized tool used with Tibco stack of products that model and visualize the business processes.	10%
3	Developing Business Process Modelling & Technical Design Specification – Market Excellence Launch (Process Tracking), PWS and MAH: The beneficiary is responsible for Developing application based on the BPMN model generated out of requirement phase and preparing detailed design document.	10%
4	Leading Development, Testing & Production & Hypercare Activities - Market Excellence Launch (Process Tracking), PWS and MAH The beneficiary is responsible for build Integration Services & automate business process to exchange messages and data between disparate Merck enterprise applications and external vendors.	20%
5	Developing Major Module and Business Process - Market Excellence Launch (Process Tracking), PWS and MAH The beneficiary uses the tool Tibco BPM with Angular and Tibco Case Management, Business Analytics to rewrite all the collected requirements in BPMN format. Business Process Modeling modelling is specialized tool used with Tibco stack of products that model and visualize the business processes.	20%
6	Business Process Modelling & Technical Design Specification - Market Excellence Launch (Process Tracking), PWS and MAH The beneficiary is responsible for preparing detailed design document based on the BPMN model generated out of requirement phase and preparing detailed design document based on the BPMN model generated out of requirement phase	20%

7	Development, Testing - Market Excellence Launch (Process Tracking), PWS and MAH The beneficiary is responsible for build Integration Services & automate business process to exchange messages and data between disparate Merck enterprise applications and external vendors.	5%
8	Production & Hypercare Activities & Coordination of projects 1. Market Excellence Launch (Process Tracking), 2. PWS 3. MAH	5%

- **Itinerary of Services**

In the specialty occupation, the beneficiary will manage, plan, coordinate, supervise and direct HCL America information technology professionals. The beneficiary will determine technical goals in consultation with top management, planning and coordinating activities such as installing and upgrading hardware/software. As a System Analyst the beneficiary will assist with managing HCL America resources, project budgeting, client relationships, project performance, and the overall quality and development of project plans.

The beneficiary uses the tool Tibco BPM with Angular and Tibco Case Management, Business Analytics to rewrite all the collected requirements in BPMN format. Business Process Modeling modelling is specialized tool used with Tibco stack of products that model and visualize the business processes for which gathering business requirements can be very helpful for a clear understanding and documentation of requirements.

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 (quarter wise breakup) (mm/dd/yy to mm/dd/yy)	Service Engagement Details	Percentage of Time
11/02/20 to 01/08/21	Beneficiary is engaged in delivering the following services: Program Planning for the project – Market Excellence Launch (Process Tracking):	10%

	<ul style="list-style-type: none"> Beneficiary is responsible for prepared the detail out the objectives for the project and some high-level requirements for the proposed scope. As part of the scope definition, review and revise the requirements, data, functionality (process automation workflows, data analytics reports and queries), and infrastructure (technical and nontechnical). <p><u>Technical Skills:</u> The beneficiary has the knowledge about the Tibco process automation workflows, enterprise integration technologies, data analytics reporting to understand the high-level business requirements.</p> <p><u>Tools:</u> The tools required to perform the above activities are Microsoft Project Plan, JIRA Core</p> <p><u>General or HCL Proprietary Knowledge:</u> The knowledge required to perform the above activities are: Detailed knowledge of Project Management tools such as Microsoft Project Plan, JIRA.</p>	
01/11/21 to 04/30/21	<p>Detailed Requirement Analysis Product - Market Excellence Launch (Process Tracking), PWS and MAH:</p> <ul style="list-style-type: none"> The beneficiary uses the tool Tibco AMX BPM Business Analytics to rewrite all the collected requirements in BPMN format. To capture, design and model all aspects of a business process, including the organization, workflow models and data models To identify and capture a business process as an abstract model, and the solution designer, who elaborates the process captured by the business analyst so that it can be executed in the TIBCO Active Matrix BPM runtime. <p><u>Technical Skills:</u></p> <ul style="list-style-type: none"> The beneficiary has the knowledge about Tibco Active Matrix BPM Studio which is used to design and configuration to achieve quality attributes (common scalability, security, etc.), Common referenceable BPM design patterns Ability to use Nimbus to drive and capture requirements. 	10%

	<ul style="list-style-type: none"> • Use Studio for Analyst and Studio Designer to produce OrgModels, Process Models, Data Models. • Create 'business friendly' process models using swim lanes, comments, annotations <p><u>Tools:</u> The tools required to perform the above activities are Tibco Active Matrix BPM Studio & Nmbus.</p> <p><u>General or HCL Proprietary Knowledge:</u> The knowledge required to perform the above activities are: In depth technical knowledge of HCL Frameworks which is to be used to developing the Market Excellence Launch tool with automates the human workflow and integrates with enterprise system. Beneficiary should understand the requirements and analyze the customization required on the tool.</p>	
05/03/21 to 08/31/21	<p>Developing Business Process Modelling & Technical Design Specification – Market Excellence Launch (Process Tracking), PWS and MAH:</p> <ul style="list-style-type: none"> • Follow the Merck & Co Inc. process of Integration life cycle in analyzing and confirming the application design. • Working with Merck's business team on Integration Functional Specifications (IFS) and Integration Data Mappings (IDM) using Merck & Co Inc.'s standard templates. <p><u>Technical Skills:</u> The beneficiary has the knowledge about Unified Modelling Language which is prepare detailed design document that translates the business process diagrams to detailed technical speciation</p> <p><u>Tools:</u> The tools required to perform the above activities are Tibco AMX BPM Solution design (Studio).</p>	10%
09/01/21 to 11/30/21	<p>Leading Development, Testing & Production & Hypercare Activities - Market Excellence Launch (Process Tracking), PWS and MAH</p> <ul style="list-style-type: none"> • Build Integration Services & automate business process to exchange messages and data between disparate Merck enterprise applications and external vendors. 	20%

	<ul style="list-style-type: none"> • Implement the Enterprise Application Integration services using advanced Middleware technologies like Tibco Active Matrix Business Works, EMS and other applications. • Create the Canonical schemas for the Integration Systems. • Defining Developer and Test Methodology to carry out the development schedule • Peer code reviews and Technical support/guidance. • Interacting with the team during Development & Test phase. • Create the deployment scripts and build the service assemblies for deployment in a multitude of validated environments. • Verifying deployment using automation scripts for different environments (DEV, UAT, SIT & LTE). • Preparing deployment document and provide support to deployment team. • Resolving deployment issues and coordination with Operations for deploying services in production. • Interacting with onsite and offshore team in resolving their problems <p><u>Technical Skills:</u></p> <ul style="list-style-type: none"> • The beneficiary has the knowledge about Enterprise, Environments, Nodes, Applications). • Leverage Integrate BPM with service infrastructure (SOA) to decide on integration strategy (use of mediation, use of JMS as underlying protocol, position load balancer), select proper integration patterns and protocols (HTTP, JMS, Virtualization). • Integrate user desktop application with BPM. • Design solution for common requirements: error handling (fault detection, exception report), logging, auditing. <p><u>Tools:</u> The tools required to perform the above activities are Solution design (Studio), BPMN, UML, Application development (Java, REST, SOAP, .Net), UI (HTML5, CSS), SCA, Service Building, Data Modeling, Forms Building</p>	
12/01/21 to 04/01/22	<p>Developing Major Module and Business Process - Market Excellence Launch (Process Tracking), PWS and MAH</p> <ul style="list-style-type: none"> • The beneficiary uses the tool Tibco BPM Angular to rewrite all the collected requirements in BPMN format. 	20%

	<ul style="list-style-type: none"> To capture, design and model all aspects of a business process, including the organization, workflow models and data models Business Process Modelling is specialized tool used with Tibco stack of products that model and visualize the business processes for which gathering business requirements can be very helpful for a clear understanding and documentation of requirements. <p><u>Technical Skills:</u></p> <ul style="list-style-type: none"> The beneficiary has the knowledge about Common referenceable BPM design patterns. Ability to use Nimbus to drive and capture requirements. Use Studio for Analyst and Studio Designer to produce OrgModels, Process Models, Data Models. Create 'business friendly' process models using swim lanes, comments, annotations <p><u>Tools:</u> The tools required to perform the above activities are Tibco Active Matrix BPM Studio & Nmbus.</p> <p><u>General or HCL Proprietary Knowledge:</u> The knowledge required to perform the above activities are: In depth technical knowledge of HCL Frameworks.</p>	
04/04/22 to 06/01/22	<p>Business Process Modelling & Technical Design Specification - Market Excellence Launch (Process Tracking), PWS and MAH</p> <ul style="list-style-type: none"> Preparing detailed design document based on the BPMN model generated out of requirement phase and preparing detailed design document based on the BPMN model generated out of requirement phase Follow the Merck & Co Inc. process of Integration life cycle in analyzing and confirming the application design. Working with Merck's business team on Integration Functional Specifications (IFS) and Integration Data Mappings (IDM) using Merck & Co Inc.'s standard templates. <p><u>Technical Skills:</u> The beneficiary have the knowledge about Unified Modelling Language which is prepare detailed design document that translates the business process diagrams to detailed technical speciation</p>	20%

	<p><u>Tools:</u> The tools required to perform the above activities are Tibco AMX BPM Solution design (Studio), Angular, Node, HTML and CSS.</p>	
06/01/22 to 08/31/22	<p>Development, Testing - Market Excellence Launch (Process Tracking), PWS and MAH</p> <ul style="list-style-type: none"> • Build Integration Services & automate business process to exchange messages and data between disparate Merck enterprise applications and external vendors. • Implement the Enterprise Application Integration services using advanced Middleware technologies like Tibco Active Matrix Business Works, EMS and other applications. • Create the Canonical schemas for the Integration Systems. • Defining Developer and Test Methodology to carry out the development schedule • Peer code reviews and Technical support/guidance. • Creating Test design docs for new enhancements and QFE and Hot fixes for the existing system • Interacting with the team during Development & Test phase. • Create the deployment scripts and build the service assemblies for deployment in a multitude of validated environments. • Verifying deployment using automation scripts for different environments (DEV, UAT, SIT & LTE). • Preparing deployment document and provide support to deployment team. • Resolving deployment issues and coordination with Operations for deploying services in production. • Interacting with onsite and offshore team in resolving their problems <p><u>Technical Skills:</u></p> <ul style="list-style-type: none"> • The beneficiary has the knowledge about • Integrate BPM with service infrastructure (SOA) to decide on integration strategy (use of mediation, use of JMS as underlying protocol, position load balancer), select proper integration patterns and protocols (HTTP, JMS, Virtualization). • Integrate user desktop application with BPM. • design solution for common requirements: error handling (fault detection, exception report), logging, auditing. 	5%

	<p><u>Tools:</u> The tools required to perform the above activities are Tibco AMX BPM Solution design (Studio), Solution design (Studio), BPMN, UML, Application development (Angular, Java, REST, SOAP, .Net), UI (HTML5, CSS), OSGI, SCA, Service Building, Data Modeling, Forms Building</p>	
09/01/22 to 11/10/22	<p>Production & Hypercare Activities & Coordination of projects</p> <ol style="list-style-type: none"> 1. Market Excellence Launch (Process Tracking), 2. PWS 3. MAH <ul style="list-style-type: none"> • Implementation/Rollout Processes • Hypercare and Steady State Activities – the immediate post-deployment support needed, followed by the maintenance and operational support of a new system and its users. This includes training of the existing support function; staffing up for user support and issue management; building in system health maintenance and operational monitoring plans and then preparing for the next phase. • Monitor, Evaluate, and Improve (Post Go-Live) Measure against the goals set at the beginning of the program, and supporting the achievement of those goals. <p><u>Tools:</u> The tools required to perform the above activities are Jira Service Desk, Jira Ops, Jira Core,</p>	5%

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.

Position Requirements:

Education:

Companies seeking to employ a System Analyst 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. 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. HCL, 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 product development initiatives as well as technical business development efforts. The offered position requires an individual with a background requirement gathering, detailed knowledge about business drivers for the enterprise and future vision, knowledge of Tibco BPM Angular, Tibco Case Management AMX BPM features, technical writing, critical thinking, problem solving, social intelligence.

This position requires the beneficiary to understand and participate in product development initiatives as well as technical business development efforts. The offered position requires an individual with a background in Computer Science, software engineering principles, software architecture, data structures, data modelling, software development lifecycle, programming languages, knowledge of project management tools and techniques, competence in business management concepts, customer relationship management, communication management, effective decision making, and implementation and improvement of business processes.

Beneficiary's Qualifications:

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 gained before joining our company in the U.S. 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 has Completed a Bachelor's degree in computer Science from University of Madras in 2010.

In addition to the beneficiary's academic credentials, the beneficiary possesses professional experience relevant to the proffered specialty occupation.

- He has nine years of total experience in information technology which includes the design and development of Enterprise Application Integration, Service Oriented Architecture, Business Process Management, (EAI) using Tibco & Microsoft Technologies.
- Extensive experience in JIRA Portfolio administration which includes workflow management, user management, data management and clean up, plan management
- Experience in architecting ERP and large integration and BPM projects.
- Involved in all phases as Requirement Analysis, design, testing/quality assurance, Software Development, Estimation.
- Provide scalable Enterprise solutions to handle the disaster recovery and layout architecture for Enterprise resilient applications
- Expert in designing the Enterprise Application Integration Solutions.
- Expertise in Angular, Nodejs, Mongo dB, Expressjs, Tibco Case Management TIBCO Active Matrix.
- Extensive knowledge in designing the solutions for Business Process Management using Tibco Active Matrix BPM.
- Proficient in developing Enterprise Application Integration based solutions including: Design and Implementation using TIBCO suite of products.
- Experience in interacting with client and SME's (Subject Matter Experts) from both Onsite and Offshore.
- Extensive experience in reaching life science domain, Banking and Financial domain projects through Design, Development, Testing and Implementation of Enterprise Application Integration systems using TIBCO Suite of Products

Accordingly, the beneficiary is an ideal candidate for the specialty occupation position and has gained competency in computer science principals, including:

Tibco Data Analytics:

Tibco Spotfire to deliver integrated reporting and analytic services. to support build visualizations using Spotfire, Python, SAS and R to define and assimilate requirements to design and architect client Spotfire reporting and measurement solution(s). Create and support application of Spotfire development best practices and in troubleshooting complex challenges. Develop re-usable medium-complex reports and visualizations, re-usable data sets for reporting, and analytic integrations working with customer, internal teams, and analytic/data scientists where required.

Tibco Integration Architect:

- Extensive experience in architecting the integration solutions with enterprise applications and cloud applications, using Tibco BW6 and Tibco BW Container

editions such as Docker and Cloud Foundry

Automating Business Process Management:

- Experienced in TIBCO AMX BPM for technically leading the TIBCO BPM project covering all stages of the life cycle, including responsibility for Process Analysis, Modelling AS-IS and TO-BE models.
- Experienced in integrating processes with services, simulation of processes, development and deployment using Tibco technologies TIBCO AMX BPM 3.1 and 4.1, TIBCO Spotfire, Tibco BW 6x, Restful API and BPM Case Management framework & traditional workflow

Agile development:

- Extensive experience in software development life cycle models as well as expert knowledge of both Agile and traditional project management principles and practices and the ability to blend them together in the right proportions to fit a project and business environment
- In depth knowledge SCRUM/Agile methodologies with enterprise-level application development projects and sufficient level of technical background to provide highly credible leadership to development teams and to be able to accurately and objectively evaluate complex project risks and issues
- Ability to provide leadership to business analysts and collaborate with customers and develop strategies and solutions of high business value.
- Extensive experience in Agile Project Management tools such as Jira.

Program Analysing:

- Planning the overall program and monitoring the progress
- Working with product owners on identifying the priority
- Maintain workflows, screens, dashboards, etc. to serve as templates for Agile teams across the company
- Create JIRA projects and queries, custom workflows and report on software development KPIs and metrics
- Provide ongoing support, configuration maintenance, and handle a variety of JIRA related administrative support requests
- Working with IT application groups on capacity, managing risks and issues and taking corrective measurements

- Managing stakeholders' communication, coordinating the projects and their interdependencies
- Extensive experience in creating new resilient Atlassian installations in AWS with good recovery solutions and migrating Jira and Confluence projects/spaces and users to a new installation

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

HCL normally requires a degree or its equivalent for the position:

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. HCL has a history of this practice, and continues to hire candidates holding at minimum a Bachelor's degree in a field related to the offered position.

To ensure that candidates can perform the day-to-day job duties defined by HCL pursuant to the engagement, HCL requires at least a Bachelor's degree in a related quantitatively analytical field. Typically, HCL 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 System Analyst 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.

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

The offered position requires the beneficiary

- Extensive experience in Agile Project Management tools such as Jira.
- Extensive experience in creating new resilient Atlassian installations in AWS with good recovery solutions and migrating Jira and Confluence projects/spaces
- Experienced in TIBCO AMX BPM for technically leading the TIBCO BPM project covering all stages of the life cycle.
- Experienced in Developing Angular with Tibco Case Management and Introduce in New feature within Tibco BPM.

- Have hands on architecture, design, and development leadership and support as opposed to a strategist/visionary type role by providing technical expertise and leadership to develop integration solutions spanning business processes, operating systems, applications and hardware platforms applying EAI patterns.
- Experienced in integrating processes with services, simulation of processes, development and deployment using Tibco technologies TIBCO AMX BPM 3.1 and 4.1, TIBCO Spotfire, Angular with Tibco Case Management, Restful API and BPM Case Management framework & traditional workflow.
- Extensive experience in architecting the integration solutions with enterprise applications and cloud applications, using Tibco BW6 and Tibco BW Container editions such as Docker and Cloud Foundry.

This position requires the beneficiary to understand and participate in product development initiatives as well as technical business development efforts. The offered position requires an individual with a background requirement gathering, detailed knowledge about business drivers for the enterprise and future vision, knowledge of AMX BPM features, technical writing, critical thinking, problem solving, social intelligence,

The detailed knowledge and extensive skills HCL Frameworks built on Tibco technologies is used for enterprise wide application integration and transforming the manual business process to automated workflow engines which help Merck to eliminates the cost and maintenance of workforce and paper-based workflows

This position requires the beneficiary to understand and participate in product development initiatives as well as technical business development efforts. The offered position requires an individual with a background in Computer Science, software engineering principles, software architecture, data structures, data modelling, software development lifecycle, programming languages, knowledge of project management tools and techniques, competence in business management concepts, customer relationship management, communication management, effective decision making, and implementation and improvement of business processes.

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.

HCL's minimum requirement for the offered position is a standard baseline requirement common to the industry in parallel positions among similar organizations. Firms like HCL

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.

Employment control and supervision by the Petitioner:

While onsite, the beneficiary will work for 40 hours each week under the exclusive control of **Mr. Sreenivasa Rao Nalluri**, whose phone number is +1 (484) 651 3158. **Mr. Sreenivasa Rao Nalluri** is an HCL employee who is stationed in US worksite and is charged with ensuring that the HCL professionals such as the properly execute their responsibilities.

Although the beneficiary will be working at Merck & Co worksite, HCL will exercise ultimate supervision and control of the beneficiary's employment. The Merck 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 **Sreenivasa Rao Nalluri**, Operations Director at HCL, and HCL 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 HCL is NOT a staffing company. HCL is fully responsible for selecting and vetting candidates to work on the engagement to achieve the goals outlined in the Statement of Work. HCL, 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 HCL pursuant to the engagement, HCL 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,



Sreenivasa Rao Nalluri

Operations Director

HCL America Inc.

330 Potrero Avenue, Sunnyvale

California 94085-4113, USA

Phone: +1 (408) 733 0480

Date: May 18,2020

The Employer/Employee Relationship

In support of our petition for H-1B Non-Immigrant classification on behalf of the fore-mentioned H-1B Candidate for whom we propose to employ. To this end, we take the liberty of providing the following information regarding the nature of our business Operations, the proposed employment and the candidate qualifications.

The Employer/Employee relationship

HCL America (HCLA) attests that the beneficiary is coming to the U.S temporarily to work in a Specialty Occupation. A valid Employer-employee relationship exists between HCLA and beneficiary.

HCLA attest to the following:

1. HCLA will supervise the beneficiary work and such supervision will continue at both Onsite/Offshore Work locations.
2. The beneficiary's work will be fully controlled and supervised by the Manager of HCLA (Petitioner). The Manager in charge of the whole on-site team will be assigning the work and will create schedule sheet to track and supervise the work of the beneficiary during his stay in US.
3. HCLA does and will continue to retain complete employment control of the beneficiary. HCLA is responsible for the payment of salaries, administration of benefits and payment of all required taxes in connection with the beneficiary's employment.
4. HCLA provides tools or instruments needed for the beneficiary to perform duties related to employment.
5. HCLA has exclusive discretion relating to all employment decisions regarding the beneficiary's employment, including hiring, firing, performance evaluations and any disciplinary actions.
6. HCLA's employees are subject to regular performance reviews in order to determine raises and promotions.
7. HCLA fully informs its H-1B professional employees of their tax duties in the U.S., if applicable. In turn, HCLA consistently reports the wages paid to its professional employees, as required by law
8. HCLA will provide the beneficiary with employee benefits.
9. The Employee will use utilize this expertise and their knowledge of HCLA's tools and technologies to perform the duties of employment.
10. The Employee will produce end product that is directly linked to HCLA's line of Business.
11. HCLA will control the manner and means in which the work product of beneficiary is accomplished.

Thank you for your assistance and attention to this matter. Please feel free to contact me with any questions.

Regards,

N. Sreenivasa Rao
18/may/2020

Sreenivasa Rao Nalluri

Operations Director

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