March 24, 2025

United States Citizenship and Immigration Services
USCIS Service Center

Re: Md. Kamran Uddin

Dear Officer:

I offer this letter to detail the conditions of the direct, full-time, 40 hour per week employment of Md. Kamran Uddin in conjunction with Cognizant's H-1B petition filing.

Work Activities

Mr. Md. Kamran Uddin's work activities will include:

	Job Duties	Percentage of Time
1	Md. Kamran Uddin's time will be involved in performing the design concepts and front-end, backend comprehensive system. He will be responsible for implementation of each component and connection between the components. He will analysis, design and support the client facing projects using Java17, AWS Cloud, Gradle, J2EE framework like spring boot, Spring Batch, REST & SOAP web services and various tools like SoapUI, Postman, Eclipse, Spring Tool Suite, GIT and VS Code to aid with development activities. He will be responsible for identifying, prioritizing and executing the task for the modules and using the Cognizant tools and best practices to perform development scripts. He will be involved in designing the application backend vendor services and integrating API and front-end technology. which makes the components loosely coupled with greater flexibility and scalability.	40
2	Md. Kamran Uddin will support system integration testing, and unit testing in diverse environments like Java and node.js. He will use Junit, Mockito and PowerMock to develop the test script to cover all the functionality of the application. He will fix the defects that are assigned in Rally and track them until closure.	20

3	Md. Kamran Uddin will be using continues deployment model and establishing the developmental process. He will be using the Devops pipeline in GIT using deployment and build process. Which will be responsible for the continues development and deployment and test environments. He will analyze defects and identify the root cause and analyze the impact of changes in various environments. Then he will fix production support defects and deployment in lower environments.	20
4	Md. Kamran Uddin will participate in refinement and sprint planning to understand the features, the need for the changes brings out the any technical challenges and analysis, the development issues and find the root cause. He will work on the agile methodology and waterfall models to develop the application in various modules. He will prepare sequence diagrams, flow diagrams and installation documents for development documents. He will be involved in deployment activities and prepare the deployment documents.	20
	TOTAL	100

As detailed above, Md. Kamran Uddin will use advanced and complex theories and methods related to the Cognizant position, and the Cognizant position requires at minimum a Bachelor's degree in a field of study that is directly related to position to successfully perform the job duties.

Selection of Employees and Control of Work

At all times, Cognizant remains the sole and direct employer of our talent, and has control over the work of its employees. It is Cognizant that selects which of its employees will conduct work activities, determines what activities those employees will perform, and directly supervises and controls the work of those employees. At all times, Cognizant is responsible for paying salaries, benefits, and expenses for those employees. In the course of controlling the work activities of employees, Cognizant managers use a multitude of communication media and tools to supervise and control the work of our employees, including in-person or via video conferencing, desktop video, VoIP, mobile phones, instant messaging tools as well as through Cognizant's systems and tools.

Performance Reviews

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

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

Sincerely,

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