



February 20, 2024

United States Citizenship and Immigration Services
USCIS Service Center

Re: Mr. MD KAMRAN UDDIN

Dear Officer:

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

Work Activities

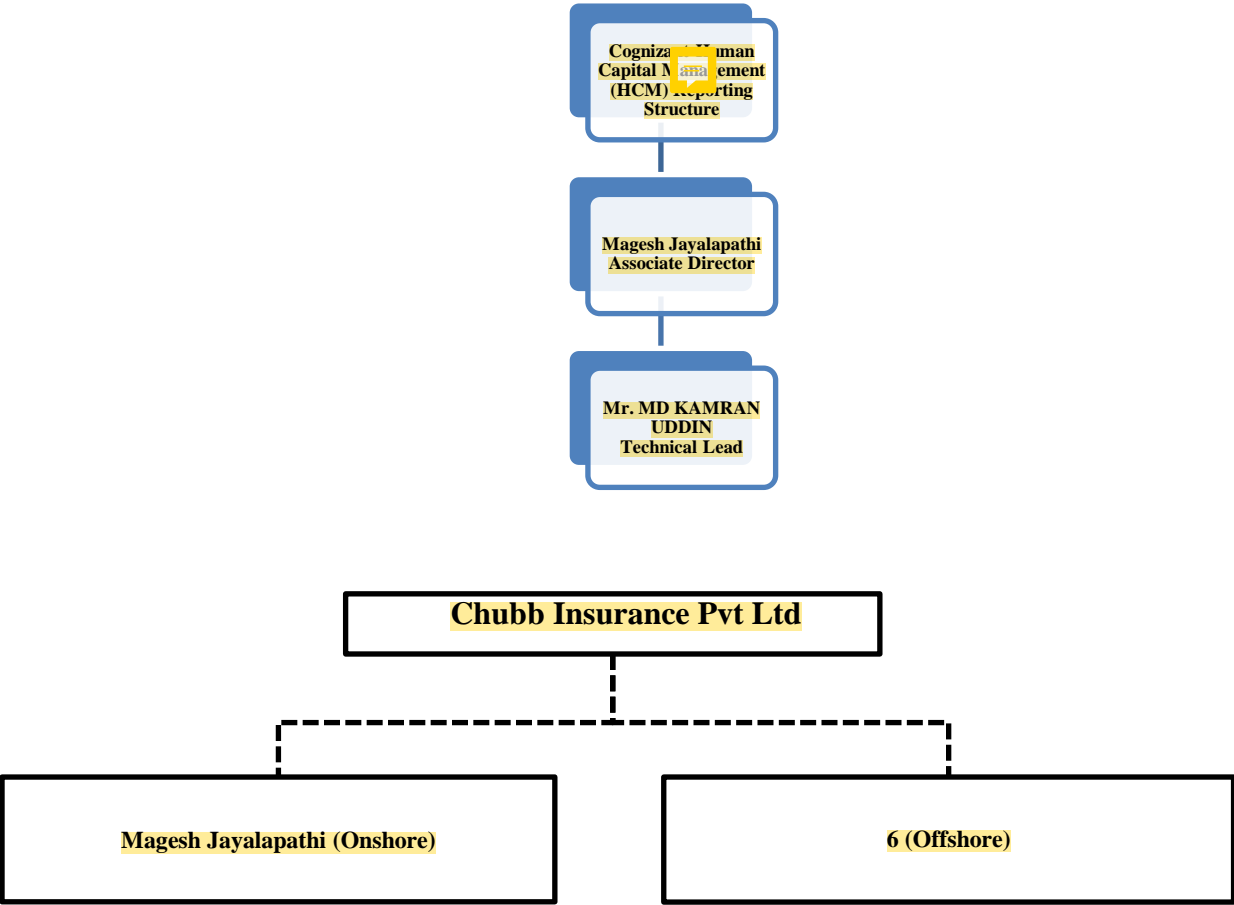
Mr. MD KAMRAN UDDIN's work activities will include:

	Job Duties	Percentage of Time
1	Responsible for designing, coding, testing, debugging, and supporting applications based on Java and Spring Boot framework. Developing user interfaces using HTML, CSS, JavaScript, and Angular framework. Following agile software development methodology standards. Understanding and reviewing project requirements and prioritizing tasks as per business requirements. Adhering to coding standards, procedures, and techniques. Implementing new features on top of the existing functionality and backward compatibility with old releases. Analyzing and documenting issues, recommending solutions, and initiating corrective action. Reviewing test plans to make sure all the requirements have been covered and corresponding test cases have been created. Proficiency with project tracking software, such as Jira.	20
2	Working with business analysts on the enhancements in the application to successfully deliver various key components and improve the user experience. Working closely with the Testing team for each sprint story, testing in the lower environments, and resolving any issues reported by them. Analyzing and fixing production defects as reported by business users.	20
3	Building and maintaining web applications. Collaborating with the rest of the team to ensure applications align with customer needs. Improving the performance of applications based on user feedback. Improving the overall application development process and continuously finding ways to enhance the application flow.	20
4	Finding solutions to security threats, vulnerabilities, or errors that might hinder the performance of applications. Focusing on current technology trends to keep the application as updated as possible. Staying on track of the application lifecycle to make sure all the developments are completed within the established timeline.	20
5	Critical thinking and analytical skills. Keen attention to detail. Strong communication skills. Evaluating existing applications and performing updates and	20

	modifications. Testing source code and debugging code. Preparing technical handbooks to represent the design and code of new features in the application.	
	TOTAL	100

As detailed above, Mr. 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.

The below organization charts are specific to the assignment which Mr. MD KAMRAN UDDIN has been selected for in the U.S.:



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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