February 16, 2024

United States Citizenship and Immigration Services

USCIS Service Center

Re: Vinoth Kumar Jesudoss

Dear Officer:

I offer this letter to detail the conditions of the direct, full-time, 40 hour per week employment of Vinoth Kumar Jesudoss in conjunction with Cognizant’s H-1B petition filing.

*Work Activities*

Mr. Vinoth Kumar Jesudoss work activities will include:

|  |  |  |
| --- | --- | --- |
|  | Job Duties | Percentage of Time |
| 1 | Perform technical analysis and recommend technical architecture solutions using Microsoft Technologies like includes C# ASP.NET, Web API, JavaScript, Microsoft SQL Server, SSIS, SSRS, Azure cloud platform, innovative automation technologies to build and enhance robust insurance system. Liaise with client IT Architects, Security systems personnel, functional team etc to assess the configurations, coding, programs, and identify potential deficiencies in the system for the purpose of determining technical solutions. Participate in system architecture design, data model design and the detailed design document preparation based on the business requirement. | 30 |
| 2 | Perform complex business functional requirements analysis and convert the business requirements into technical design specifications. Develop proof of concept to get IT Technical signoff for implementation. Provide support for business and functional acceptance testing which involves ensuring technical specifications meet business requirements, that includes coordinating with Cognizant’s offshore team of developers and onshore centers of excellence to ensure best practice standards are implemented. | 30 |
| 3 | Profile, debug and optimize the code with the help of Profiler tools. Source code management with GIT and Code promotion through automated build generation by Devops implementation for CICD with Jenkins. | 20 |
| 4 | Implementation of Server/Application health monitoring solutions using the AppDynamics framework to ensure the Server/Application availability for business users. | 10 |
| 5 | Managing/Helping the team with technical and Subject Matter expertise to achieve the delivery. Prepae weekly and monthly status reports to provide the status on the work progress, risks and risk mitigation plans through the senior management meetings and governance meetings with client. | 10 |
|  | TOTAL | 100 |

As detailed above,Vinoth Kumar Jesudoss 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. Vinoth Kumar Jesudoss 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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| Magesh Jayalapathi  Associate Director - Projects  +1 908-500-6109  [Magesh.Jayalapathi@cognizant.com](mailto:Magesh.Jayalapathi@cognizant.com) |  |