HCL AMERICA, INC.
(A subsidiary of HCL TECHNOLOGIES LTD.)
330 Potrero Avenue, Sunnyvale, California 94085 - 4113 U.S.A.
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December 26, 2022

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 Naga Venkata Someswara Rao Gonaboyina

Dear Officer:

My name is Rajee Kannan and I serve as Global Operations Director at HCL America, Inc. ("HCL").

I am working as Onsite Delivery Manager at HCL America Inc and responsible for managing the Customer IT Application Development and Support Engagement Projects of our Customer Boeing Distribution Services Inc (BDSI). I have done my master's in Computer Science and have over 35 years of IT experience.

I am Currently managing the IT Team of over 80 HCL Team members (Onsite & Offshore) in the current engagement at BDSI and the team comprises of Project Managers, SW Technical Architects, Technical Leads/ Consultants, Application Support Team Members / Developers. As Direct Supervisor on behalf of HCL America Inc for BDSI I am responsible for taking care of all administrative matters of the team including Immigration, payroll, hiring, firing, insurance and employee benefits in accordance with relevant federal and/or state law.

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

  Boeing Distribution Services Inc.
  3760 W, 108th Street, Miami FL 33018 USA

- **Assignment Duration**

  The beneficiary position exists till 10/31/2024 and is required to work out of the Boeing Distribution Services Inc., 3760 W, 108th Street, Miami FL 33018 USA

- **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

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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 ability to 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.

This benefit 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 Technical Lead. The beneficiary's job performance will be reviewed by Mr. Rajee Kannan (Onsite Manager)

The beneficiary will participate in regularly scheduled virtual meetings with Mr. Rajee Kannan (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. Mr. Andrews 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 Boeing Distribution Services Inc., while working out of the above-mentioned location. The beneficiary will provide services to the Boeing Distribution Services Inc.

- **Project Description**

The Buyer-Supplier Portal (BSP) is an internally (for Buyer) and externally (for supplier) accessible application hosted within the IIS. It is composed of ASP.net/SOAP web services, web forms, Windows executables scheduled to run at a specified frequency and Windows services. The BSP application was written in hopes of reducing the time and cost intensive processes in place today employed to manage purchase orders and the supply they exist to procure. The application adds a high degree of traceability facilitates communication and increases accuracy through timely sharing of information to reach this goal. BSP begins its activity by recognizing the creation of a new PO line by the relevant ERP system through a data synchronization task. It manages the entirety of the PO review cycle, if required, and then facilitates direct electronic communication between buyer and supplier through the steps of order fulfillment and shipment of each PO line. It enables the printing of PO files through recreating the spool file output in PDF format. Separately, it manages the printing of barcode labels at the supplier shipping location just before shipment.

- **Job Description**

The beneficiary will perform the following duties, for the period till 10/31/2024, at the above-mentioned location

- Working on Bitbucket git repository to enforce the project workflow
  - Uses commands to pull, push or cloning of the code to the repository.
  - Uses access control to restrict the repository access to specific users.
- Responsible for building the web application using .Net, c#, ASP.Net, MVC, Entity Framework, HTML, CSS, JavaScript, jQuery and Ajax
  - Responsible for creating the pages using HTML, CSS, JavaScript, jQuery and Ajax.
  - Responsible in writing the server-side code using c#, .Net, ASP.Net, MVC.
  - Uses Entity framework as an interface between client side and server-side technologies.
- Uses SQL Server database for storing and manipulating the data.
  - Working on relational database concepts.
  - Performing CRUD operations on database using SQL queries.
- Collaborating the team members with agile methodologies.
  - Having daily stand-up meetings to have a track on the day-to-day activities.
  - Having sprint meetings to complete the project tasks in time.
- Involves in gathering business requirements and wrote functional specifications and detailed design documents.
  - Having regular meetings with the client to understand the business requirement.

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- o Designed the high level and low-level documents as per the business requirement.
- Responsible for developing the web services like WCF.
  - o Creating the web services and end points using WCF.
  - o Consuming the WCF services in different web applications.
- Responsible for diagnosing and resolving the application issues.
  - o Responsible for receiving incidents and request from end users.
  - o Analyzing the request and either responding to the end user with a solution or escalating to other IT teams.
- Play a key role during production deployments
  - o Play a key role to test the integrity of live environment by deploying the correct releases.
  - o Involves the application up and running properly in its environment.
  - o Involves in designing, building, testing, and deploying the new software in the new environment.

Sl. No	Activity	Percentage of time spent
1	Project Management (Planning, Scheduling and Tracking)	30%
2	Requirement gathering, Analysis and estimation	20%
3	Resource Planning and Management	10%
4	Team co-ordination and Stakeholder Management	10%
5	Customer Relational Management	10%
6	Quality Management	20%

- **Itinerary of Services**

The beneficiary will be work out of the above mentioned location, for the requested duration and the itinerary of services with specific dates is listed below.

Period of Service (quarter wise breakup) (mm/dd/yy to mm/dd/yy)	Service Engagement Details Beneficiary is engaged in delivering the following services:	Percentage of Time
04/06/2023 – 04/03/2026	**1. Software Development:** • Involved in the development, design and implementation of application Components. • Involved in design of complex, global or strategic development projects. Identify and address interfacing functions and applications.	40%

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	Technical Skills/Tools: **The technical Skills required to perform the above activities are:** ASP.Net, Entity Framework SQL, HTML, CSS, JavaScript, JQuery **The Tools required to perform the above activities are:** Visual Studio, Microsoft SQL server Management	
04/06/2023 – 04/03/2026	**2. Testing and Implementation:** • Creating Test design docs for new enhancements and QFE and Hotfixes for the existing system • Defining Developer and Test Methodology to carry out the development schedule **Technical Skills/Tools:** **The technical Skills required to perform the above activities are:** ASP.Net, Entity Framework **The Tools required to perform the above activities are:** Visual Studio, Microsoft SQL server Management	30%
04/06/2023 – 04/03/2026	**3.Team collaboration:** • Having daily stand-up meetings to have a track on the day-to-day activities. • Having sprint meetings to complete the project tasks in time. **Technical Skills/Tools:** **The technical Skills required to perform the above activities are:** Agile scrum methodologies **The Tools required to perform the above activities are:** Webex	10%
	4. Code Management	10%

04/06/2023 – 04/03/2026	• Pushes the code to master branch for production release. • Isolates the code between the team by creating the branches using BitBucket • Gets the latest code from production by using get command. **Technical Skills/Tools:** **The technical Skills required to perform the above activities are:** Git commands **The Tools required to perform the above activities are:** BitBucket	
04/06/2023 – 04/03/2026	**5. Deployment** • Deploys the new enhancements to production depending on the client requirements • Roll-back the changes if the deployment was not successful. **Technical Skills/Tools:** **The technical Skills required to perform the above activities are:** Git commands **The Tools required to perform the above activities are:** BitBucket	10%

- **Beneficiary's Qualifications**

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.

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The Beneficiary holds a bachelor's degree in Electrical and Electronics Engineering and a Master of Science in Electrical Engineering. In addition, he possesses 5+ years of relevant field experience which helped him to understand and provide services. The Beneficiary took the C language course in his bachelor's degree which covers the basic understanding of ASP.Net and helped in implementing the application as per the customer requirements.

Traditional approaches to solving these problems are typically not adequate. Modern frameworks concepts such as MVC, Entity framework, NHibernate, LINQ, Bootstrap are essential to cause sustainable transformation at scale. Learning the new concepts provide him the capability to create appropriate solutions for our customers as well as the wherewithal to drive the adoption of such solutions in complex organizations.

In addition to his academic background, The Beneficiary also possesses more than 5 years of related work experience. Since July 2020, Mr. Naga Venkata Someswara Rao Gonaboyina has been a .Net developer and gained a technical lead position at Boeing Distribution Services Inc. which shows his improvement and the dedication to work. The Beneficiary designed, scoped, assessed and implemented various solutions within numerous customers across US. Prior to that, Mr. Naga Venkata Someswara Rao Gonaboyina was employed by SummitWorks Technologies Inc. in a variety of client service capacities. He was responsible for collaboratively working with clients, to research, elicit, analyze, validate and document business requirements. He identified, developed and led innovation initiatives in developing the application with involvement in technology selection/improvement and deployment, researching new technologies and/or new applications of existing technologies to deliver new capabilities to the business.

All of these skills and experiences he has gained have made him more analytical, more grounded in evaluating needs, both business and technical, and more focused on creating solutions for our customers that will hold up under the most trying and unforeseen circumstances.

To summarize, the beneficiary is required to provide services in a specialty occupation. The beneficiary does have the skill, expertise, knowledge and education to perform the above mentioned duties. At all times, the beneficiary will remain an employee of HCL America, and will be supervised, monitored and controlled by HCL America. The beneficiary can be assigned additional work as per business needs.

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.

The beneficiary is not working at third party placement and is providing services to an end-client.

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.

The requirement for the position is a Bachelor's Degree or equivalent work experience in Computer Science, Computer Information Systems, Electrical Engineering, Computer Engineering, Mathematics or related field.

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

Sincerely,

Name: Rajee Kannan
Designation: Global Operations Director
Email ID: rajee.kannan@hcl.com
Phone No: 972-624-9130

Date: 12/26/2022

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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-IB 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,

Rajeek

Name Rajee Kannan
Designation: Global Operations Director
Email ID: rajee.kannan@hcl.com
Phone No: 972-624-9130   Date: 12/26/2022