

HCL AMERICA, INC.

(A subsidiary of HCL TECHNOLOGIES LTD.)

330 Potrero Avenue, Sunnyvale, California 94085 - 4113 U.S.A.

Tel: +1 408 733 0480 Fax: +1 408 733 0482

www.hcltech.comwww.hcl.in

12/14/2022

Onsite Position Description Letter**Position:**

The company, HCL, is a leading global and information technology enterprise that offers services including engineering, custom and package applications, BPO, IT infrastructure services, IT hardware, systems integration, and distribution of information and communications technology products across a wide range of focused industry verticals. It has two offices, one in India and one in the United States, and consists of over 90,000 professionals worldwide with about 6,500 employed in the United States. It achieved gross revenues in excess of \$1.3 billion in 2011.

Companies seeking to employ a Technical Lead requires prospective candidates to have a strong foundation in the field of Manufacturing, Distribution, Inventory Management or a related field, which can only be obtained through a Bachelor's degree or progressively responsible experience in the aforementioned fields. The skills, knowledge, and analytical thinking acquired through the acquisition of a Bachelor's degree or its equivalent is considered necessary by people in the industry and thus the degree is considered an industry standard requirement for the position.

Beneficiary's Specific Job Duties- The percentage of time to perform the duties

Activity Type	Percentage of Time
Project Management (Planning, Scheduling and Tracking)	30%
Requirement Gathering, Analysis and Estimation	20%
Resource Planning and Management:	10%
Team co-ordination and Stakeholder Management	10%
Customer Relationship Management	10%
Quality Management	20%

Based on the specific assignments and according to the targets and timelines in the project plan, Mr. Naga Venkata Someswara Rao Gonaboyina will perform the following duties

- Gathering technical specifications, writing requirements, implementing documents and assist with issue resolution.
- Provide estimation to new interfaces and work on design and development within Client architecture framework as and when required/requested by new vendors/customers.
- Worked with Operation, IT Production Support and IT Client Implementation teams to understand requirements so that the correct solution can be implemented.
- Conducting Unit Testing, Integration Testing and UAT.
- Works on the root cause analysis to find the cause of the issue and moves to the developer.

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- Deploys the new changes into the production.
- Works on the root cause analysis to get the solution of the recurring occurrence of the issue.
- Works on the new and existing reports for the better analysis of the business work and flow.

Skill required for the position:

This position has the dual responsibility of understanding and participating in the product development initiatives as well as business development efforts by HCL America, Inc. The position requires a person with a background in Manufacturing, Distribution, Inventory Management and improvement of business processes and practical experience of managing onsite and offshore product development engagements.

Evidence pertaining to the Beneficiary's Qualification & Skills:

The beneficiary, Mr. Naga Venkata Someswara Rao Gonaboyina, has a strong technical background. Mr. Naga Venkata Someswara Rao Gonaboyina has completed the requirements of Bachelors Electrical and Electronics and Master Degree in Electrical Engineering with First class honors from Wright State University in April 2016.

Mr. Naga Venkata Someswara Rao Gonaboyina also has over 5 years of Information Technology experience using the skills in business analysis and development, Testing, Business Intelligence, client interaction to understand and analyze software and hardware engineering requirements, onsite and offshore management of product development.

Mr. Naga Venkata Someswara Rao Gonaboyina has a deep understanding of solutions and services that can aligned for a client's business needs, and the challenges associated with HCL specific onsite and offshore engagements with its clients. With this specialized knowledge he is able to analyze customer requirements and position the right services to solve the customer's business process challenges. He is also familiar with proprietary tools at HCL to manage business analysis and product development efforts at HCL America, Inc.:.

HCL Proprietary tools:

As an ongoing practice HCL develops/has developed several specific proprietary processes, frameworks, systems, methodologies and tools to streamline project execution to ensure we provide best in class solutions and ensure optimum value to the customer. HCL employees execute the projects using these processes, frameworks, systems, methodologies and tools.

Mr. Naga Venkata Someswara Rao Gonaboyina will utilize the following HCL tools, technologies, methodologies and processes

- QPED (Web based tool to track goals, tasks, activities)
- HCLT Risk Identification Tool
- DATAGen – Random Data Generation Tool to support BVT

For more information about our services and methodologies, please visit our website <http://www.hcltech.com/>

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

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It is a normal practice for our Organization (HCL) to hire individuals in the same or similar position who holds at least a Bachelor's degree or its equivalent. HCL America Inc. has a history of this practice to hire a candidate holding minimum a Bachelor degree.

Typically, the petitioner requires as per its internal hiring policies that any person who is hired for this position has at least a Bachelor's degree. The petitioner requires a minimum educational qualification which is equivalent to a Bachelor's degree from an institution in the U.S. for this preferred position.

Why the position would be considered a specialty occupation (i.e. one that requires a Bachelor's degree)

The position of Technical Lead requires specialized and complex knowledge of both business and information technology: general management skills in operations, customer relations, analysis and statistics- along with comprehensive technical IT and information systems skills such as requirement gathering, system development methodology, understanding of networking and database management, testing, documentation and system evaluation. These skills are best acquired in 4-year Bachelor's degree (or its equivalent) in Computer, Data, Information, or Network Technology or Science, or in Software or Electronic Engineering from an accredited college or university, plus relevant professional work experience in the field. The specific technical skills and management skills acquired in a Bachelor's degree in one of the above listed fields would provide the beneficiary with the necessary skills to be successful as a: Technical Lead at HCL. These skills could only be obtained through a minimum of a bachelor's degree in the above-mentioned field. It is highly unlikely that such a position would be offered to someone without this level of specialized knowledge.

EMPLOYMENT CONTROL AND SUPERVISION BY THE PETITIONER

We confirm that HCL does and will continue to retain complete employment control of the beneficiary. HCL is responsible for the payment of salaries, administration of benefits and payment of all required taxes in connection with the beneficiary's employment. HCL has exclusive discretion relating to all employment decisions regarding the beneficiary's employment, including hiring, firing, performance evaluations and any disciplinary actions. HCL's customer has no authority to take any decisions on any aspect governing the terms and conditions of the beneficiary's employment. Although HCL's professionals may be temporarily located at client sites, they retain full and complete control over the beneficiary.

HCL fully informs its H-1B professional employees of their tax duties in the U.S., if applicable. In turn, HCL consistently reports the wages paid to its professional employees, as required by law.

Our customers engage HCL to provide IT services and consulting based on the expertise of HCL's employees acquired through their training and experience with HCL. Our employees working at customer sites utilize this expertise and their knowledge of HCL's tools and technologies in completing their assignments. All employees working at customer sites report to HCL Managers who are responsible for reviewing the employees' performance.

We have enclosed Manager's Letter for the beneficiary on services in the US. The letter from HCL clearly describes the nature of the services to be performed by the beneficiary and the job description. The letter also states that HCL will retain ultimate control over the beneficiary and will be responsible for all supervision, pay and hours of employment. Further, the letter also clarifies the business address where the beneficiary will work and the name of the project where the beneficiary is assigned

Since Beneficiary is our permanent employee, he will be paid directly by the HCL America Inc and other benefits are also applicable as per company's standard policies.

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We request and appreciate expeditious adjudication. In case you need any further clarification, please free to contact the undersigned.

Very truly yours,

Rajeek

Name : Rajee Kannan

Designation : Global Operations Director

Email ID: rajee.kannan@hcl.com

Phone No: 972-624-9130

Date: 12/14/2022

HCL