July 2, 2024

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 **Vindhyachal Sharma** and I serve as **Associate General Manager** at **HCL America, Inc. ("HCL")**. I am holding a Bachelor's degree in Mining engineering with 24 years of IT experience worked across various domains. As a project manager I collaborate with customers and stakeholders to gather business requirements and distribute within the team, ensuring project delivery on time. I manage a team of 50+ members which includes onsite and offshore.

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 11/19/2027 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 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 benefits 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 time lines 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. Vindhyachal Sharma (Onsite Manager).

The beneficiary will participate in regularly scheduled virtual meetings with Mr. Vindhyachal Sharma (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**

Name of Project: Buyer Supplier Portal (BSP)

Scope, nature and purpose of project:

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.

As part of this project, we need to continue to focus on Boeing Distribution Services Inc business technology needs and propose software applications plans that best meet those needs. We need to design, develop and/or customize software solutions and then implement, install, test those software solutions. Some of the technologies that are we used at Boeing Distribution Services Inc for software solutions are .Net Framework, ASP .Net, JavaScript, HTML, CSS and SQL Server.

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.

- **Job Description**

The beneficiary will perform the following duties, for the period till Nov 19th 2027, at the above mentioned location

Sl. No	Activity	Percentage of time spent
1	Application Design, Development, Deployment and Integration	45%
2	Collaboration with Business and Team Members	30%
3	Administrate BSP application server and SQL server	10%
4	New Innovative idea for project development	10%
5	Maintaing the code base in Bitbucket	5%

- **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
11/20/2024 – 11/19/2027	Application Design, Development, Deployment and Integration • 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. • Creating the web services and end points using WCF. • Consuming the WCF services in different web applications. • Responsible for receiving incidents and request from end users. • Analyzing the request and either responding to the end user with a solution or escalating to other IT teams. • Working on relational database concepts. • Performing CRUD operations on database using SQL queries. • Play a key role to test the integrity of live environment by deploying the correct releases. • Involves the application up and running properly in its environment. • Involves in designing, building, testing and deploying the new software in the new environment.	45%

	Technical Skills: .Net Framework, ASP .Net, HTML, CSS, WCF, JavaScript	
11/20/2024 – 11/19/2027	Collaboration with Business and Team Members • Having regular meetings with the client to understand the business requirement. • Designed the high level and low level documents as per the business requirement. • 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 weekly meeting with team for process improvement or to support the team for any help needed. • Trains the new joinee with the application and software setup needed for the application development	30%
11/20/2024 – 11/19/2027	Administrate BSP application server and SQL server • Monitors the application server on regularly for any space issues. • Troubleshooting, interoperability and root-cause diagnosis, performance analysis. • Checks for database for any vulnerabilities due to changes in firewalls, database upgrade Technical Skills: .Net Framework, SQL Server, ASP .Net	10%
11/20/2024 – 11/19/2027	New Innovative idea for project development • Involved in meetings that involved in new innovative ideas for business • Designing/ providing the new ideas for the business improvement/ application design improvement/ process improvement • Train for the new technologies that can help the project upgrade/ improvements	10%
11/20/2024 – 11/19/2027	Maintaing the code base in Bitbucket • Uses commands to pull, push or cloning of the code to the repository. • Uses access control to restrict the repository access to specific users. • Maintain Code base upto date in bitbucket so that all developers can have the same code for developing new features. Technical Skills: Bit Bucket	5%

Please Note:

The above-mentioned services and dates are based on the current project status and are provided by the end client. However, these dates of engagements for each type of service will be re-evaluated from time to time on a regular basis and will be extended based on the progress of the project.

I   Position Requirements:

Education:

Companies seeking to employ a Programmer Analyst require prospective candidates to have a strong foundation in the field of Computer Science or a related field which can only be obtained through the completion of a Bachelor's degree or progressively responsible experience that is equivalent to the attainment of at least a Bachelor's degree. The skills, knowledge, and analytical thinking acquired through the acquisition of a Bachelor's degree or its equivalent is considered necessary by experts in the industry and thus the degree is considered an industry standard requirement for the position. HCL, like other information technology services and software development companies, does not and will not employ individuals in the offered position unless they meet this minimum standard. These minimum academic requirements are consistent with the requirements for comparable positions in the industry, and they clearly mark this position as a specialty occupation.

Practical application of skills:

This position requires the Beneficiary to understand and participate in product development initiatives as well as technical business development efforts. The offered position requires an individual with a background in designing, developing, customizing, implementing, installing and testing software solutions that host enterprise web applications. The position requires a person with a background in .Net Framework, ASP .Net, HTML, CSS, JavaScript and SQLServer extensive experience with software engineering. This position also needs background in improvement of business processes.

• **Beneficiary's Qualifications**

The Beneficiary is well qualified for the offered professional position based on the academic credentials. 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 or a related field, and the Beneficiary has the educational background and experience that we require for this position.

More specifically, the Beneficiary was awarded a Master's degree in Electrical and Electronical Engineering from Wright State University in 2016.

In addition to the Benificiary's academic credentials, the beneficiary possesses professional experience relevant to the proffered speciality occupation. Beneficiary has over 7 years of Information Technology experience in .Net Application to understand and analyze software and hardware engineering requirements. Accordingly, the Beneficiary is an ideal candidate for the specialty occupation position and has gained competency in computer science principals, including:

- Studying system details and capturing requirements used to define, develop, code, and test programs and applications.
- Perform system installation, configuration, implementation, and customization, and will identify problems and document specific input and output requirements.
- Gather new requirements for different Middleware application systems, plan for future patches and system upgrades.

Having an Masters degree allows him the ability to address complex situations and make critical decisions when needed and based on the factual information he has gathered. The Beneficiary possesses an understanding of solutions and services that can be aligned to a client's business needs, and the challenges associated with HCL-specific engagements with its clients. With this knowledge the Beneficiary is able to analyze customer requirements and execute technical tasks in engagements.

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

It is a normal practice for our organization to hire individuals in the same or similar position who hold at least a Bachelor's degree or its equivalent in a related field. HCL has a history of this practice, and continues to hire candidates holding at minimum a Bachelor degree in a field related to the offered position.

To ensure that candidates can perform the day-to-day job duties defined by HCL pursuant to the engagement, HCL requires at least a Bachelor degree in a related quantitatively analytical field. Typically, HCL requires as per its internal hiring policies that any person who is hired for this position has at least a Bachelor degree or its equivalent in a related field.

The Programmer Analyst is a professional position that requires at least a bachelor's degree or its equivalent in the fields of Computer Science, Engineering, Management Information Systems, Information Technology, or a related, quantitatively analytical field.

II.   Why the position would be considered a Specialty Occupation (i.e. one that requires a bachelor's degree):

The position offered to Beneficiary requires specialized and complex knowledge of information technology like gathering client business needs, create, implement, manage and support applications, design and develop software solutions, Implement, install and test software solutions, Implement complex software application projects.

These skills are best acquired through completion of a bachelor's degree in Computer Science or a related field. The specific technical skills and the general business skills acquired through completion of a bachelor's degree in one of the above listed fields would provide the Beneficiary with the necessary skills to be successful in the offered positions. It is highly unlikely that such a position would be offered to someone without this level of education and experience.

HCL's minimum requirement for the offered position is a standard baseline requirement common to the industry in parallel positions among similar organizations. Firms like HCL routinely recruit and employ only degreed individuals in the specific specialty. This requirement is necessary to ensure smooth running of the operations of the engagement leading to project deliveries and client satisfaction. Therefore, the offered position is a specialty occupation requiring an in-depth knowledge of computer science.

III.   Employment control and supervision by the Petitioner:

While onsite, the Beneficiary will work for 40 hours each week under the exclusive control of Vindhyachal Sharma, whose phone number is 954-494-0465. Vindhyachal Sharma is a HCL employee who is stationed in US worksite and is charged with ensuring that the HCL professionals such as the properly execute their responsibilities.

Although the Beneficiary will be working at Boeing Distribution Services Inc worksite, HCL will exercise ultimate supervision and control of the Beneficiary's employment. Boeing Distribution Services Inc will not have the authority to contract out the Beneficiary's services or assign him to a different employer. Specifically, the Beneficiary will be controlled by Vindhyachal Sharma, ASSOCIATE GENERAL MANAGER at HCL, and HCL will be responsible for all the terms and conditions of the Beneficiary's work including hiring, supervision, compensation, termination and will otherwise control the Beneficiary's day-to-day work.

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. In order to maintain its reputation and ensure that candidates can perform 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.

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

Sincerely,

V. Sharma

Name : Vindhyachal Sharma
Designation : Associate General Manager
Email ID: Vindhyachal.sh@hcltech.com
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Date: July 2, 2024