Sep 5, 2023

U.S. Department of Homeland Security

U.S. Citizenship and Immigration Services

Re: Pathmanaban Govindhan

Dear Sir or Madam:

This letter describes my understanding of the service agreement between Cognizant Technology Solutions U.S. Corporation (“Cognizant”) and The Joint Commission. Cognizant expects its employee to be at our facility for a period of 3 years.

Cognizant and The Joint Commission have entered into a Master Service Agreement (“MSA”) that is valid until it is terminated by either The Joint Commission or Cognizant.  The Joint Commission and Cognizant specify new projects, extensions, and/ or modifications of existing projects via different contractual vehicles, including, but not limited to, Statements-of-Work (“SOW”).  Under this MSA, there are several active projects, so at any given time there may be simultaneously active projects under various SOWs and/ or other instruments.  We note that a given SOW may be based on defined milestones, driven by financial reporting, or a myriad of other factors, and may not encompass the full duration of the relevant service agreement.

In this instance, we understand that Cognizant has decided to offer employment to and assign a foreign national, Pathmanaban Govindhan, to this project which has an expected end date of 09/30/2026 and that he will perform his Cognizant job duties at our office located at Suite: 1 Renaissance Boulevard, Oakbrook Terrace, IL, 60181. As Cognizant managers will direct and control Pathmanaban Govindhan’s work activities, The Joint Commission has limited visibility of the day-to-day work activities of any given Cognizant employee.  Accordingly, the most accurate and detailed description of a Cognizant employee’s work activities may be obtained from Cognizant.

Cognizant is solely responsible for (i) supervising and controlling personnel, (ii) establishing the minimum degree and experience requirements for each particular role, (iii) assigning additional duties or responsibilities to Cognizant employees, and (iv) hiring and firing Cognizant employees. To the extend of my knowledge, based on The Joint Commission and Cognizant’s agreed upon services, the foreign national that Cognizant intends to employ Pathmanaban Govindhan, is expected to perform the following role, using a Cognizant body of knowledge or Cognizant best practice in combination with The Joint Commission’s systems:

Role:

Pathmanaban Govindhan’s role will be Automation QA Architect and he is responsible for design, development and customization of Automation framework & testing of TJC & JCIA applications

Responsibilities:

He desgins & customize Testing framework for Functional, Smoke, Regression, Webservice testing, Performance testing & Application availability Testing using Keyword Driven C# Framework

He reviews TJC, JCIA & CTH applications manual test cases & create Automation test cases / Test Scripts and add them in Sprint Test Suites & Regression test suites

He executes Sprint & Regression test suites and review automated test reports send to Stakeholders

He develop Automation Test Scripts to support major Browsers like Chrome, Edge & IE

He configure Jenkins build tool and run test suite from Jenkins

He uses TFS/Azure DevOps tool for Automation code management and migrate code to Test

shared repository at the end of each sprint

He uses JIRA tool for reporting identified bugs

He uses Jenkins build management tool for executing Monthly Patch testing

He will do Performance/Load Testing of TJC applications using Azure Load Testing & JMeter Scripts

He will automate Availability testing / URL Ping Testing using Azure AppInsights with integration to Selenium

He runs Automation test cases in Azure Cloud VM with build/Release Pipelines

Pathmanaban Govindhan will apply advanced IT theories and methods to prove the validity of Cognizant’s customized software concepts.

Its our understanding that the complexity of the role requires an individual with at least a bachelor’s degree or higher in a field of study related to the work.

Cognizant’s personnel performing Services under shall be considered solely the employees of Cognizant and not the employees of The Joint Commission. Cognizant has and retains the right to exercise full control of and supervision over the performance of the Services and full control over the employment, direction, assignment, compensation, and discharge of all personnel performing the Services; and Cognizant is solely responsible for all matters relating to compliance with all employer obligations to withhold employee taxes, pay employee and employer taxes, and file payroll tax returns and information returns under local, state and federal income tax laws, unemployment compensation insurance and state disability insurance tax laws, social security and Medicare tax laws, and all other payroll tax laws or similar laws with respect to all Supplier personnel providing Services.

Respectfully submitted,