

January 24, 2017

United States Citizenship and Immigration Services

Dear Sir/Madam,

It is our understanding that **Asheet Dash**, the purported employee of **CAPGEMINI America Inc.** has been assigned to a project which **Sun Life Financial** has engaged Capgemini to perform. The purpose of this letter is to confirm that **Asheet Dash** does conduct work for CAPGEMINI at our offices in

**Sun Life Financial**  
**2323 Grand Blvd**  
**Kansas City**  
**MO 64108, USA**

CAPGEMINI Group (CAPGEMINI Corporation and its Subsidiaries), entered into a Master Services Agreement ("MSA") for the provision of IT solutions and services since 2004. Based upon the longstanding professional services relationship between our company and CAPGEMINI, we have a reasonable business projection that our contractual relationship will be extended such that CAPGEMINI employees will continue providing professional services to our company. The current Statement of Work pursuant to the **MSA is valid till December 2018 and is renewable.**

As the part of contractual agreement between **Sun Life Financial** and **CAPGEMINI**, **Asheet Dash** will work on the Sun Life Financial project, however the ultimate right to exercise control over its employee will be solely with CAPGEMINI. As set forth in the MSA, employees of working on Sun Life Financial projects are directly employed by CAPGEMINI and are not Sun Life Financial employees. CAPGEMINI will be responsible for all the terms and conditions of **Asheet Dash's** employment, including hiring, compensation, benefits, termination, and will otherwise have the ultimate right to control **Asheet Dash's** employment. For the period of time that **Asheet Dash** is in the United States, CAPGEMINI will be responsible for hiring, paying, and terminating them as well as setting the rate of pay and the types of benefits that the beneficiary receives. CAPGEMINI will also supervise and exercise its right to control the beneficiary through requirements such as mandatory time and expense submissions and regular performance achievement assessments of **Asheet Dash's** work.

Pursuant to the current Statement of Work in force, CAPGEMINI wishes to place **Mr. Asheet Dash** onsite in the capacity of '**Programmer/Developer**' and require **Mr. Asheet Dash** to perform below duties

- Responsible for programming and software development using various programming languages and related tools and frameworks, reviewing code written by other programmers, requirement gathering, bug fixing, and testing, documenting and implementing software systems.
- Responsible for interpreting architecture and design, code reviews, mentoring, guiding and monitoring programmers, ensuring adherence to programming and documentation policies, software development, testing and release.
- Provides application software development services or technical support typically in a defined project.
- Develops program logic for new applications or analyzes and modifies logic in existing applications.
- Codes, tests, debug, documents, implements and maintain software applications.
- Analyzes requirements, and maintains tests and integrates application components.

- Ensures that system improvements are successfully implemented.
- Assists with research and data analysis for consulting projects.

**ITINERARY OF SERVICES:** It is my understanding that, contingent upon receiving proper work authorization, CAPGEMINI America Inc. will assign **Asheet Dash** to the **Sun Life Financial** project and **Asheet Dash**, will perform work at **Sun Life Financial**

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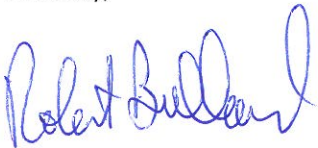
It should be noted that **CAPGEMINI America Inc** is fully responsible for directing, supervising, and controlling the employment activities of all its employees. CAPGEMINI retains exclusive control over the hiring, firing and assessment of job performance for **Asheet Dash**, and for all its employees working at our facilities. CAPGEMINI pays **Asheet Dash** salary and provides all of their benefits. **Sun Life Financial** does not control the work of CAPGEMINI's employees.

**Asheet Dash** will work under the exclusive control of **Atul Pande –Director**

Please note that because of the sophistication of our computer system and computer software needs, our company does not hire computer consulting professionals, unless the individual possess at least a Bachelor's degree in Computer Science, or a related field.

If you have additional questions regarding Sun Life Financial's professional relationship with CAPGEMINI, please contact me.

Sincerely,



**Robert Bullard**

Associate Director – Vendor Management

**Sun Life Financial**

[Robert.Bullard@sunlife.com](mailto:Robert.Bullard@sunlife.com) Work - 816-474-2611

**2323 Grand Blvd Kansas City MO 64108, USA**

