June 8, 2020

To whom it may concern:

This is to certify that Grange Insurance has entered into a Professional Services Agreement with TEKsystems to provide the software consulting services of Software Developer Mohan Madhusudan Arani our internal project for Grange Insurance, located at 671 S High St., Columbus, Ohio 43206.

Please find below for the project details that Mohan Madhusudan Araniis currently working on:

**Projects:**

The Primary scope of the projects is to transition the system of records for all agency related data from source to target, there is a need to ensure that all the data that is required is moved / loaded to the target system. This mainly involves in developing API’s, in this case it’s a Batch API that runs on a configured schedule. In a preliminary review, the full list of data elements that are required were identified and a tentative plan was developed to schedule the work based on business priority and availability of data in the source system. Projects are aimed to develop and organize a flexible and consistent middleware model for enterprise wide re use from project oriented, fragmented existing models.

His **roles and responsibilities** include:

**Expanded Job duties:**

5% Participate in scrum meetings and coordinate with Business Analysts to understand the business needs and implement the same into functional design.

* Update assigned tasks and stories using JIRA software in Daily Sprint standup meetings.
* Work on stories with description and acceptance criteria on sprint basis depends up on developer capacity.
* Participate in design, code, and test inspections throughout life cycle to identify issues/defects; participate in other meetings, such as those for use-case creation.
* Coordinate, Brainstorm business uses cases/business requirements with Business Analysts/Scrum master to make sure the business needs are converted into functional design using Visio.
* Ensure the functional design is converted to technical design using ServiceNow such that it is understandable for the developers.
* Interact with business users to get the requirements and work on the stories from backlog to sprint using Jira.
* Participate in retrospective meetings that is conducted periodically to discuss about the work accomplished by team members in Team Conference Room/Zoom/Skype.
* Demonstrate short demos for the stories accomplished to teammates as part of knowledge transfer by testing the application flow.
* Participate in Sprint planning to discuss about the stories completed, future stories and their lifespan.

Skills and Tools that Beneficiary will use in performing this duty:

Skills / Methodologies:

Agile methodology with Sprint model and scrum methodologies; Web Application development and deployment; Application maintenance; Application design and development, Build, Test and Deploy of application in DEV, QUAL and PROD environments.

Tools: REST API, Jenkins, Any point Studio GitHub, GitLab, API Management, CSS, HTML, Oracle, DB2, SQL, Junit, Postman, Splunk, ELK, SoapUI, AngularJS, CA Agile Central Rally, JIRA, Visio, SharePoint, Windows and Mac OS.

5% Analyze and create business models, logical specifications and/or user requirements to develop solutions for the application environment

* Build Product backlog that constitutes client requirements in Jira.
* Understanding the business models and user requirements to develop application solutions in multiple environments like Sandbox, Dev, Qual and Prod.
* Participate in story discussions, knowledge initiatives, proof of concepts and other process improvements and document necessary enhancements (process\functional\technical).
* Participate in sprint refinement, Sprint Planning for creating the stories and assign the tasks in Jira, estimate the points for stories and hours for tasks using Jira to determine the lifespan of the stories\tasks.
* Work on blocked stories and impediments raised as a defect story in Jira.
* Develop the application using agile methodology and release the product in sprint models.
* Actively working with any prod issues that are described in the ticket rising tool using JIRA.
* Evaluate business requests to determine the feasibility, cost incur, time require, and compatibility with current systems and current architectural designs.

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Skills / Methodologies:

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Tools: Java, REST API, Jenkins, Any point Studio, Any Point Platform, GitHub, GitLab, API Management, CSS, HTML, Oracle, DB2, SQL, Junit, Postman, Splunk, ELK, SoapUI, AngularJS, CA Agile Central Rally, JIRA, Visio, SharePoint, Windows and Mac OS.

25% Design, develop and implement software applications, create system procedures and ensure that the developed applications function normally; Design and develop web services using tools such as SOAP, REST, or WebSphere.

* Work with architecture team to design the application by using enterprise platforms like Mule EE Platform and develop the design the architecture flow for application integration with Web Services Framework.
* Design and develop web APIs utilizing Restful web services, run the queries and CRUD operations in SQL to meet client defined standards.
* Create branch, commit, pull and push the code changes into branch repository and merge the changes from branch to master repository of SVN/GitHub/GitLab.
* Used SOAP UI for testing the Web services by sending a SOAP request.
* Build and compile the Mule code by using build tools of Maven, Gradle. Maven build the project without any dependencies, we create Pom.xml with versions, artifactory id’s in Maven.
* Develop Controller for request, response paradigm by Spring Controllers using Spring-MVC. Used JSON as response type in REST services.
* Involved in managing and deployment of the applications in the Cloud Hub.
* Utilized Mule Soft features like Data weave, API designer and various connectors to ensure robust and loosely coupled integration layer every time.
* Build the code with parameters, configure the properties and install plugins in Jenkins.
* Involve in project planning activities, design meetings, architectural reviews and code reviews through WebEx.
* Design, develop and implement software applications to create system procedures and ensure that the developed applications function normally.
* Create projects in unity, to automate the process build, test and deploy by using scripts.
* Unity is integrated with source (GitLab), DSL (Artifactory) and Deploy.
* Cleaning up code and creating efficiencies in the code and to reduce the number of lines of code using IntelliJ, Spring Tool Suite and pushed into GitLab.
* Work with SQL server management to create new queries for data retrieval which are different from SQL processes.
* Develop RESTful Web Services using Spring Tool Suite/eclipse and perform CRUD operations on the database to retrieve data.
* Using database as data models for faster execution of the script which produce faster results and run queries in database to retrieve the data.
* Check REST API calls of different HTTP methods like GET, POST, PUT, DELETE… using SOAP UI.
* Design and develop the Rest APIs using spring, Jersey Config and Create REST services and traditional web services using Spring, JSON, XML.
* Analyzing if there is a drop in the test case pass percentage for all created reports that would affect if there is a change in functionality and the test scripts are not updated.
* Generating reports to be sent to the entire team and updating in GitHub.
* Reviewing code created to maintain standard and minimizing issues.
* Creating ad-hoc reports for every time test suites will be run to provide a detailed summary of the test suite using HTML reports.
* Configuring the deployment process (QA and Production servers) to hit the test suites every deployment and ensuring the reports are generated and mailed to the business owners and the tech leads for the test coverage and the detailed summary of the test cases report.
* Identifying failed test cases in reports and determining a root cause analysis as to the failure to update and determine which techniques would allow for updates when other functionalities may affect it

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Skills / Methodologies:

Application design, programming and Development planning; Agile methodology with Sprint model and scrum methodologies; Web Application development; Application maintenance; Application design and development, Build, Test and Deploy of application in DEV, QUAL and PROD environments.

Tools: Java, REST API, Jenkins, Any point Studio, Any Point Platform, GitHub, GitLab, API Management, CSS, HTML, Oracle, DB2, SQL, Junit, Postman, Splunk, ELK, SoapUI, AngularJS, CA Agile Central Rally, JIRA, Visio, SharePoint, Windows and Mac OS.

10% Deploy enterprise web applications using technologies such as: AWS, Java, JavaScript, CSS or HTML, Spring boot, Unix.

* Creating architecture diagram for different environments by using Azure Devops, Splunk.
* Deploy the code into multiple environments like DEV, SIT, STAGE, PROD depends on the topologies.
* Develop the Rest APIs using spring, Jersey Config for designing applications.

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Tools: Java, REST API, Jenkins, Any point Studio, AnyPoint Platform GitHub, GitLab, API Management, CSS, HTML, Oracle, DB2, SQL, Munit, Junit, Postman, Splunk, ELK, SoapUI, JIRA, Visio, SharePoint, Windows and Mac OS.

10% Maintain and modify programs, make approved changes by amending flow charts, develop detailed programming logic, code changes using technologies such as Java or J2EE

* Develop the software components to ensure system-wide efficiency, reliability and compatibility and to maximize system performance using Agile software development and Scaled agile framework.
* Create the flow charts for diagrammatic representation of architecture diagrams using Visio and develop the code-based web services with RESTful Methods.
* Create design components, develop code and test changes utilizing test driven development, coding must adhere to department standards, be easily maintainable, and have high system performance.
* Use JSON for the serialization and transmission of data over the network.
* Clone the project, create a branch for code changes in SVN/GitHub and push into repository.
* Write application development code using Core Java concepts including Object Oriented Programming, Multi- threading, Exception Handling and Collections.
* Understand the primary Object-oriented concepts of Java, J2EE, Servlet, SOAP, REST, and frameworks including: Struts, Spring MVC and AngularJS.

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5% Work on Active MQ Messaging Service for Integration

* Deploy in Dev, Qual & unit test by developer, regression and functional testing by business analyst, business users will give sign off to prod stage and live.
* Using Active MQ Messaging service to generate the messages which are integrated with server.
* Integrate GIT into Stash to automate the code check-out process.
* Sourcing controlling by GIT, using JIRA for issues and project Tracking, implementing SDLC using Agile Scrum, involving in Test Driven Development process.
* Written in Java, [ActiveMQ](http://activemq.apache.org/) translates messages from sender to receiver. It can connect multiple clients and servers and allows messages to be held in queue, instead of requiring both the client and server to be available simultaneously in order to communicate. Messaging can still happen even if one application is temporarily indisposed.
* Maintaining GIT Repositories, responsible for different branching and merging strategies and access control Strategies.
* Configure Java Messaging service(JMS) in the WebSphere application server to send messages on the queue.
* Move the entire code changes to trunk/master and deploy in Production environment after Quality Assurance signoff.
* Code is to be deployed in prod stage and live by developer using signoff email from Team Lead by raising tickets in ServiceNow to get secondary approvals.
* Giving support when Production release happening for the project to resolve the issues or revert the code to previous version of prod release if changes doesn’t work/any issues.
* Tickets/Help desk issues will maintain in Active MQ and assigned to a concern team/person.
* Resolve the production issues when release is going on and giving support with continuous monitoring.

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15% Write Source code, prepare test data, test and debug programs, revise and refine programs to improve performance of the application software

* Setup and configure the vagrant in virtual box for another operating system ubuntu.
* Create REST services and traditional web services using Spring, JSON, and develop the Rest APIs using spring.
* Write Junit test cases for testing and run the application as debug for debugging by keeping Tooglepoint in code to identify the issues.
* Write automation scripts using python, JavaScript in protector framework to test the application automatically whenever changes are made
* Research and identify root causes of performance issues in partnership with architects, developers, and network and system engineers.
* Controlling the deployments when the code is ready and should be moved to the necessary server like Development, QA.
* Understanding the entire application or module in depth before starting the testing.
* Identifying bugs and deciding whether to move on having a minor issue, and if it has been moved to pilot then create a separate test case accordingly and keep a logger message in code for future purposes.

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15% Perform build and unit testing using tools such as Maven or Junit

* Understanding the entire application or module in depth before starting the testing.
* Perform Junit testing to check the end to end flow of website without any breakage.
* Identification of issues/bugs by running Junit/Test cases to meet task progress.
* Use Maven to build the code and Junit means unit testing to check End to End flow of an application.
* Write Mockito test cases in the code of backend for Junit testing.
* Involve in pre-testing the Web-Service calls with Postman (Plug-in for chrome).
* If the web application is not available locally, test the application in the environments, and if there are any issues check the Splunk logs and make the required changes in the code, redeploy and test it.
* Work with testing team and provide scope of projects and explain business requirements.
* Perform Junit and unit testing on Development environment, analyzing test results and validating application data to meet functional specifications.
* Perform unit testing and Bug fixing of any error occurs during the validations in TEST environment.
* Analysis and fix defects found by QA & work closely with Quality assurance team to close out all open defects.
* Using previous test data pattern to analyze the current set of tests to identify if anything was missed from the previous and the current data sets which helps in checking the functionality of the application.

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10% Work on Continuous Integration using tools such as Jenkins/GitHub/API Management

* Build and deploy the code and perform the configuration related changes. Developing strategy for the client applications to identify defects or bugs within the application developed in IntelliJ and checking the errors in the Splunk logs.
* Continuous integration and continuous deployment are done by using Jenkins, once the code is successfully pushed into GitHub
* Performing API testing using Postman tool and Swagger UI depending on the functionalities in the application.
* Use Chocolatey for installing the packages of different software’s like java, postman, notepad++, jdk, jre.
* Using Microsoft CRM for integration within application and see the status of the application, client /Associates required changes can be made in it.

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Mr. Arani’s work at Grange Insurance has been arranged through contracts between ANJS Technologies Inc, TEKsystems and Grange Insurance. Mr. Arani has been working on this project since February 17th, 2020 and will continue to perform the above-mentioned duties at our office until further notice.

ANJS Technologies Inc will have complete control over Mr. Arani as his employer and will be responsible for his salary, benefits, and training needed to perform his job duties. Mr. Arani will be an employee of ANJS Technologies Inc at all times, including the time he will be involved in providing services for Grange Insurance. ANJS Technologies Inc will retain the exclusive right to control over Mr. Arani’s job status and any decisions pertaining to hiring or terminating from employment. Mr. Arani will be supervised at all times by his ANJS Technologies Inc supervisor. Grange Insurance will not employ Mr. Arani and will not exercise any control over the manner or means of his work.

Should you have any questions or require additional information, please do not hesitate to contact the undersigned.

If you have any questions or need further information regarding this matter, please do not hesitate to contact me.

Sincerely,



Julie Heimann

Senior HR Business Partner

[heimannj@grangeinsurance.com](mailto:heimannj@grangeinsurance.com)

(937) 726-9710

I certify that I am employed by Grange Insurance as a human resource professional and am authorized to sign this document on Grange Insurance’s behalf.