1. **Specialized knowledge and Product knowledge required in the U.S. – Microsoft Dynamics Connector**

Akvelon developed the Microsoft Dynamics Connector product in collaboration with Microsoft Engineers. Microsoft Dynamics Connector is a brand-new company product which is built on Microsoft Dynamics 365 capabilities and Azure Cloud features. Provides cloud-based environment along with a set of services that support fine-grained actions and triggers for common usage scenarios such as data access, security audit, monitoring reports and other.

Microsoft Dynamics Connector is a system developed with active participation of Akvelon team and Mr. Ismagilov. Akvelon employees have continuously been working on new features for Microsoft Dynamics Connector since the beginning, optimizing existing approaches and performance tuning to make user experience smooth and comfortable.

One of the important features of Microsoft Dynamics Connector is its Role-based access mechanism. The role-based access system allows to manage security, authorization and users permissions. That all allows to secure customers data and be compliant with high security standards. Mr. Ismagilov has been involved as a core developer and very important part of Software Engineer team in this project.

Many features requested from Microsoft end-customers required Microsoft Dynamics Connector team to introduce complicated, scalable, and extremely performant backend cloud service. Mr. Ismagilov worked on developing and designing the role-based access service and had been working on implementation of the service throughout the last year as a Software Development Engineer/Architect and has been part of the Akvelon offshore development team of eight developers.

Microsoft is planning to implement new features related to core Microsoft Dynamics Connector operations and solution, this should significantly improve Microsoft Dynamics Connector as a solid product and win positions over existing competitors on ERP and CRM systems market. Mr. Ismagilov will be responsible for designing architecture, implementation of new features for role-based access system solution and as well architecting and implementing new infrastructure, following the requirements of the customer, to ensure the safety of the project. Due to changes in security policy, only a specialized onsite individual who is working from local network (Corpnet) can work with source code of the Microsoft Dynamics Connector, accordingly Mr. Ismagilov should appear at Microsoft from time to time.

Unfortunately, architecture of the Microsoft Dynamics Connector project is not well-documented and only few engineers closely followed and actively participated in the development of this project and all parts of the Microsoft Dynamics Connector and relationships between them, especially in the perspective user access mechanism procedure. The minimum time required to gain this knowledge, including training and real experience, is at least 12 months (depending on skillset and expertise in software development). Based on the complexity of the system, it’s not possible to transfer the necessary knowledge and experience to another individual in a short period of time; it would cause Akvelon significant financial loss to eliminate our ability to serve one of our main clients. Therefore Mr. Ismagilov is being transferred to work on this key project.

Due to internal process organization, any change in the design or in the architecture of the Microsoft Dynamics Connector Role-based Access System cannot be done without review and approval of a dedicated individual: Mr. Ismagilov. This concerns many issues, such as user data security, process optimization and other. He is the only individual from Akvelon team who can fulfill this responsibility without any external oversight.

Many Microsoft Dynamics Connector customers and their requests are continuously growing, and Microsoft requires our onsite expertise to respond to this demand. Only an individual who possesses specialized knowledge of the technologies and role-based security methodology, which is specifically used for the project, could perform this role to make product-sensitive decisions and implement changes on the architectural level quickly and independently is acceptable. Moreover, this person must have solid verbal and written communication skills to correspond with management, end users, product owners, and clarify further product development requirements.

Microsoft’s customers require real-time responses within the continental U.S. and travel to the customer’s site may be required. Mr. Ismagilov must appear on-site from time to time in order to make integration of Microsoft Dynamics Connector with proprietary customers’ software, perform required customer support and verify individual security’ quality. These duties must be professionally performed with specific, thorough knowledge of the relevant computer technologies and methodologies and algorithms, together with strong technical and communication skills, all of which Mr. Ismagilov possesses.

## **The US Specialized knowledge position**

Akvelon now seeks to employ Mr. Ismagilov in the United States so that we can utilize the above described specialized knowledge in the position of Software Development Engineer for Microsoft Dynamics Connector product development and support in Bellevue, Washington and at our client site. In this role, Mr. Ismagilov will be responsible for role-based access control system design and improvement, involving new helpful features to implement reliable and safe cloud application for the end customers. Mr. Ismagilov has been working on this project since its inception; he passed specialized trainings and participated in invention of most valuable features and safety solutions. Mr. Ismagilov is 1 of 3 Engineers from the Microsoft Dynamics Connector team who can do product sensitive changes independently and professionally.

As a Software Development Engineerwith Akvelon Inc., Mr. Ismagilov will be responsible for generating and implementation competitive and unique features in the Microsoft Dynamics Connector Role-based Access Security System, Microsoft Dynamics Connector performance optimization and deployment of the result of this implementation to customers located in the U.S. These activities will include the upgrading logging and audit system with new features, optimizations, and maintenance through all development stages, verifying all past, current and new users` security quality and resolving any existing or potential issues.

Mr. Ismagilov’s daily duties and responsibilities within the Microsoft Dynamics Connector team will consist of the following:

|  |  |
| --- | --- |
| 1. Current system audit, designing and documenting security architecture. | 25% |
| 1. Development of unit, integration and end-to-end functional tests. | 15% |
| 1. Implementing role-based access system features for Microsoft Dynamics Connector and back-end components. | 25% |
| 1. Make core architecture decisions based on special knowledge in frameworks architecture.   Consult fellow developers. | 15% |
| 1. Utilize unique in-depth knowledge of Microsoft Dynamics Connector to review architectural and product-sensitive changes made by other software engineers, and to ensure following the Microsoft Corporation standards, methodologies, and requirements; | 10% |
| 1. Design and implement changes for current operating version of Microsoft Dynamics Connector project to provide required reliability and performance until next version is released | 10% |

At this time, our client, Microsoft, is planning to implement new features related to the Microsoft Dynamics Connector, which should significantly improve end-user experience and make the overall product more effective and optimized. Mr. Ismagilov will be responsible for the implementation of new features and optimizing the role-based security access components for Microsoft Dynamics Connector cloud service, Microsoft Azure Service Fabric, and other services, as well as initiating and verifying quality and completion of these procedures. Due to changes in security policy, only an onsite person who is located within a local network can work with source code of Microsoft Dynamics Connector product. Therefore, Akvelon Inc. will have Mr. Ismagilov onsite at our client’s offices 30% of the time, while he will spend 70% of his time at our headquarters in nearby Bellevue, Washington.

Because a large proportion of Microsoft’s customers are located in the United States, they demand a Software Development Engineer who can facilitate the integration of the product with proprietary customers’ software and perform quick customer support. Throughout his time at the client site, Mr. Ismagilov work will be 100% controlled by Akvelon and he will report directly to Oleksandr Kosolapov, Director of Delivery.

Mr. Ismagilov has been and continues to be a critical Engineer on this project, who has made the Microsoft Dynamics Connector product competitive and profitable. He continues to work on optimization of existing security control experience, its performance and new features. His knowledge in product architecture, product requirements, end users’ needs, and current development and software technologies and languages of the project makes him essential to develop and support for Microsoft Dynamics Connector product. His on-site attendance and direct communication with end-clients and product-owners are needed for improving the product and increasing Microsoft Dynamics Connector quality.

## **Mr. Ismagilov’s Specialized Knowledge**

Based upon Mr. Ismagilov’s experience with our affiliate abroad and as referenced above, he was a key contributor and indispensable Software Development Engineer for the following project:

1. **Microsoft Dynamics Connector.**

Microsoft Dynamics Connector is cloud based platform that can be used to store users data, create monitoring reports, automate routine every-day actions. In this project Mr. Ismagilov was the engineer implementing reliable and safe role-based access system it from the inception phase. He designed and developed architecture of role-based access system. Implemented security alerts, user actions. An API has also been created for consumers of this information according to access rights.

Mr. Ismagilov was the primary Software Development Engineer on this project, designed and implemented major changes in their design or architecture, and changes that impact other products utilizing these projects. They would not be possible to execute effectively without Mr. Ismagilov’s expertise and thorough review. Mr. Ismagilov is the only individual who can safely perform product-sensitive changes without compromising the safety of the system, reliability of the system and approval from dedicated reviewers. The implementation methodology requires a review of architectural changes by a dedicated Software Development Engineer, such as Mr. Ismagilov.

Continuous improvement of the product, providing new features to Microsoft’s customers and development of their business requirements is a strategic goal for both Microsoft and Akvelon. Given Mr. Ismagilov’s participation in design and implementation of most valuable and competitive features for Microsoft Dynamics Connector, Dynamics 365 Platform and Microsoft Azure Connectors, he gained unique and significant knowledge of Azure Cloud services, data sources like Cosmos DB, front end technologies and frameworks; worked on most challenging UI components and features, and quality assurance methodologies, installation, deployment and configuration procedures, including client needs assessment along with solution design.

This set of skills and experience makes Mr. Ismagilov an indispensable member of the Microsoft Dynamics Connector. This is one key factor that allows Akvelon to serve Microsoft, one of our most important clients, and increases our competitiveness in the US and global market.

Mr. Ismagilov belongs to Akvelon’s elite team of Engineers who participate in invention of reliable and safety role-based access system in Microsoft Dynamics Connector. He designed the architecture of access control mechanism, developed different test implementations and worked on the Connector component. Both features make the product unique and competitive. Microsoft Dynamics Connector is projected to become the main Microsoft’s Dynamics 365 for Finance and Operations solution, which will allow our client to perform the following:

* Provide safety, reliable and cost-effective deployment for customers.
* Provide comprehensive tool for planning, orchestrating, tracking and processing customers implementations of Microsoft Dynamics products
* Estimate hardware needs of on-premise or cloud environments
* Point-in-time restore of the production database to a sandbox environment.
* Gathering telemetry of running services which helps administrators to monitor Microsoft Dynamics environments.
* Estimate the number of licenses that are required for customer implementation.
* Customize analyzer to validate model files against best practices and provides a report of potential areas for improvement.
* Utilize business process modeler to create, view, and modify standard process flows.

These features make Microsoft Dynamics Connector powerful and competitive in the market. Mr. Ismagilov is one of the key Software Engineers who have been working on Microsoft Dynamics Connector since it was a Proof of Concept application.

Mr. Ismagilov is one of only three key Software Engineers who worked on Microsoft Dynamics Connector Role-based Access System and collected specifications and details from the client throughout the last year. Mr. Ismagilov showed responsibility for the exact execution of all customer requirements. Also, he quickly and clearly makes decisions in controversial development situations without compromising customer data and without detracting from development productivity. Mr. Ismagilov completed specialized training and certification training in our Akvelon training center where he learned development technologies and specific processes related to Microsoft Dynamics Connector operations development. Mr. Ismagilov’s unique knowledge of the Microsoft Dynamics Connector coupled with his exceptional software development knowledge and experience with the following technologies positions him uniquely within Akvelon and among his peers: exceptional knowledge of backend technologies and architecture: Microsoft Azure Cloud Services, Microsoft Azure Service Fabric, Microsoft Azure App Service, Azure Sql, Docker, .NET Core, ASP.NET Core, ASP.NET Core MVC and WebApi, Microsoft Dynamics 365 SDK, Microsoft Dynamics CRM, algorithms and data structures; advanced knowledge of modern front-end technologies such as: Angular, HTML5, Bootstrap, frontend performance and optimizations algorithms; edge technologies like MongoDB, RESTfull API, DevOps technologies, such as: Azure DevOps, PowerShell, Geneva Actions, Kusto Query Language, Docker and experience in architecting geo-redundant distributed cloud services and securing access to sensitive information.

Any kind of transfer Mr. Ismagilov’s in-depth specialized knowledge to another employee or hiring an Engineer in the US and training him in a short period of time would be impossible. He specifically completed the following *specialized* trainings:

* **Microsoft Dynamics Lifecycle Services in-person training**

Kazan, Russia. February 2018

Primary topics: Dynamics 365 for Finance and Operations; Microsoft Dynamics 365 SDK; Microsoft Dynamics Lifecycle Services project architecture; Monitoring and logging system core; data movement from standalone SQL servers to Azure SQL Elastic Pool; Deploying and monitoring services on Azure Service Fabric cluster; Migration services to Azure Service Fabric from Cloud Virtual Machines; Geneva Actions.

* **Akvelon Training “Developing Microsoft Azure Solutions”.**

Kazan, Russia. September 2020.

Primary topics: Compare the services available in the Azure platform; Configure and deploy web applications; Creating Azure Web Apps from the gallery; Deploying and monitoring Azure Web Apps; Creating and configuring Azure Virtual Machines; Create and manage a storage account; Manage blobs and containers in a storage account; Create, configure and connect to a SQL Databases instance; Identify the implications of importing a SQL standalone database; Manage users, groups and subscriptions in an Azure Active Directory instance; Create a virtual network; Implement a point-to-site network.

* **Akvelon Training “Architecting Microsoft Azure Solutions”.**

Kazan, Russia. November 2020.

Primary topics: Cloud Infrastructure and Development; Microsoft Azure Infrastructure and Networking

App Services Web Apps; Advanced Applications; Application Storage & Data Access; Securing Resources; Management, Monitoring Strategy; Business Continuity Strategy.

The duties of the U.S. position require substantial training, development experience of the product and deep knowledge of the architecture of the solutions components and their interaction. Based on complexity of the system, it's impossible to transfer specialized knowledge and experience to another person in shorter period of time. It would be impossible to hire and train someone within less than one year and we have an immediate need for Mr. Ismagilov’s services with our client in the US.

## **Mr. Ismagilov’s specialized knowledge position abroad**

Mr. Ismagilov is well-qualified for the position of Software Development Engineer. He gained substantial specialized knowledge experience with our company in the role of Software Development Engineer, a position he has held with our affiliate, Akvelon, from February 2017 to present. In this role, Mr. Ismagilov is one of the chief contributors to our Microsoft Dynamics Connector. His role on the team has included consulting for team members regarding the architecture and components performance, designing Microsoft Dynamics Connector role-based access system, inventing and implementing new algorithms of security and performance.

Specifically, Mr. Ismagilov performs the following day-to-day duties, utilizing his in-depth specialized knowledge of Akvelon and the Microsoft Dynamics Connector:

* Design the architecture of the role-base access control system based on Azure Cloud technologies and develop it
* Designing role-based access control for each new component, preserving user data security
* Implement changes to developed solutions per customers’ feedback and change requests keeping system reliable
* Keep project infrastructure upgraded to the latest version of Microsoft technologies stack
* Review code/changes before they are committed to source code repository by other team members to ensure product quality and verify that changes follow Microsoft standards, methodologies and best practices
* Respond for critical changes which can potentially impact Microsoft Dynamics Connector security model, compatibility and performance
* Consult Microsoft Dynamics Connector team developers on potential improvements and security threats of the product
* Consult technical leads from other projects and teams regarding Microsoft Dynamics Connector integration capabilities and approaches, its limitation, how to utilize it optimally, etc.

As noted above, Mr. Ismagilov possesses specialized knowledge of the Microsoft Connector operations, its architecture and security procedures, capabilities, limitations, development process and methodologies, which make him an essential employee to develop and enhance the Microsoft Dynamics Connector role-based access control system and other products based on the Microsoft Dynamics Connector solution.

1. **The Beneficiary’s education and professional experience**

Mr. Ismagilov acquired an advanced understanding of our company’s development processes and an excellent technical competence through earning his academic equivalent of a specialist’s degree of engineering, technology programmer in specialty of Mathematical Methods in Economics at Kazan Federal University. His particular area of study was Computer science and he graduated in June 2012 with specialist’s degree. Please see Mr. Ismagilov’s education credentials, accompanied with their English Translation attached.

In addition, Mr. Ismagilov possesses significant relevant industry experience as a Full-Stack Software Engineer and has over ten years of practical development experience in a wide range of business applications. Prior to joining Microsoft Dynamics Connector team Mr. Ismagilov was working on various business projects designing and developing complicated high-loaded cloud-based services and exceptionally complicated cases of custom web applications.