**Indicate and provide documentary evidence to show exactly what it is about the Anil Gogia’s knowledge of the petitioner’s equipment, system, product, technique, or service that makes it “special” and how it is applied in the international marketplace.**

* Playing Big and Moving Globally: - Currently UHG is working for all its Internal Consumer and Provider Business applications. Since UHG is one of the renowned and Fortune 25 Organization. External non UHG Organizations across the Globe are asking UHG to provide Health Care Business Solutions to them so that they can utilize UHG great experience and specialization in Health Care Arena for their business needs. United Health Group’s UPM 3 Framework provides Plug and Play Architecture product Component which allow interaction of various Business segments, without worrying about Data integration and disparate Business, Communication Protocols, Technologies to connect with different Business data systems with less or minimal integration time and effort.

So UHG is planning to go for Externalization – offering Health Care Business services, products to new customers outside UHG and Commercialization – selling complete Health Care Business services to External customer by charging them.

* Plug and Play AE service Architecture: - Application Enablement UPM3 Framework is providing Plug and Play architecture for business services to embed all business process logic of consumer and provider services at their layer and providing AE business services encapsulating entire business logic in their services, making them independent and complete entity itself.
* Centralized Rule Engine and Policy Engine: - Application Enablement keeps all business process logics and business rule engines in centralize for each business services and it acts as a product to have all business logics and process confined to a specific service.

With Application Enablement United Health Group started working on this direction by making all internal UHG Consumer and Provider Business Applications to integrate their application framework to act as United Health Group Product, UPM3 Framework, so that our application should focus on consuming these AE Business services to fetch HealthCare API services compliant with latest Federal and State Rules.

Benefit of integrating Consumer and Provider applications to UPM3 Framework as Product will allow all UHG Applications to keep all Legal compliant Policies and Rules in a single and Central place in UPM3 Product Layer so that whenever a change comes in any of the HealthCare Policies and Rules, United should focus on change into a central location and all Consumer and Business applications should be free from integrating the rules individually in each of their application sides.

* Benefits of UPM3 Framework as a Product to integrate with all Consumer and Provider business Applications:-

1. Keeping Business Rules, Policies, Compliant, Legal Laws separate from Technical implementation and in a central place so that all applications should reuse this Central Policy and Rule Engine.
2. Quick implementation of any change Business Rules, Policies or Legal laws (State, Federal etc.)
3. Easy and quick integration of consumer and provider applications
4. Increase Service Availability
5. Decreases Service Down Time
6. Reduces Service Implementation Time, Cost and Effort
7. Reusability of services add Quality of services, Robustness, Effort, Time and Cost saving

* Anil Gogia knowledge is helping UHG competitiveness in the market place one step ahead than any competitor globally with his proposed UPM3 Framework as Product, which is working on OPEN CLOSE design Principle, OPEN for including future requirements as per specific client need and CLOSE for any architecture design change. With customization of UPM3 Framework, we can reuse this for each specific business applications.
* Anil’s Medical Health Care knowledge helps him to understand Patients/Members and Providers needs better than anyone in the department because of his education and learning, training during his clinical experience and hands on practical experience in the department. Technical knowledge helps in implementing the Client or Provider Business system needs for Automation by developing Software.
* Anil is involved in Design, Architecture and Estimation activities like Planning, Designing, Execution, and Monitoring for all impacted components, by which he gained expertise knowledge on all components of Application Enablement and Consumer and Provider applications like ISET, MYUHC, ILEAD, B2B, ODIN etc. He did estimation in past that were very close to actual. It will help in planning for UPM3 Framework Integration with Consumer and Provider Applications and TRICARE and UPM3 migration project of 2015 Release.

**He learned specialized skills through Education, on job experience in clinical, IT and UHG.**

* He is having Specialized knowledge in US Healthcare – Certified PAHM (Professional, Academy for Healthcare Management) PAHM where he learned the following in detailed way. <http://www.ahip.org/ciepd/options/courses_mcmanagement.html#ahm250>
* The evolution of healthcare delivery in the United States
* Basic concepts of health plans
* How to distinguish among HMOs, PPOs, POSs, and managed indemnity
* The characteristics of health plans for specialty services
* Different types of provider organizations
* The essential functions and activities within the operations areas of health plans
* Concepts of rating, underwriting, financing, and claims administration in health plan environments
* Important legislative and regulatory issues affecting the health plan industry
* Principal ethical issues confronting health plans
* He did his graduation in Bachelor Medicine education of 5 and ½ years (66 months). He got trained in UHG proprietary consumer and provider business applications like ISET, ILEAD, CDB, COSMOS to name a few. In the process he has acquired extensive expertise in these domains.
* Anil Gogia has more than 12 years of experience in developing large scale, robust and resilient Enterprise Service Bus, Service Oriented Architecture applications to connect to various business applications technically and domain wise. He worked as Integration engineer to connect to various disparate business applications in domain driven technology and having good experience in Data driven, web and business process model development involving technologies such as Spring Framework, Hibernate Framework, Layer 7, CA LISA virtualization tool, Pega BPM, Web sphere, IBM XI52 Data power appliance, IBM Web sphere Transformation Extender, IBM Data stage, Mongo db, DB2, Oracle, SQL Server, SSIS, Data stage UNIX scripting, Jquery, Enterprise Java Beans. Anil has worked for 96 months in UHG proprietary Application Enablement proprietary Frameworks - Foundation Framework, United Programming Model, Web sphere Message Broker, Medicare & Retirement applications specifically in Claims, provider and agent-sales domain. He has designed, developed, tested, deployed and provided post deployment support for application components in these domains. He has also received several trainings that helped further develop his knowledge. He is a Subject Matter Expert (SME) in Health Insurance Claims and Provider areas and also has acquired extensive expertise in the claim, provider and member and agent-sales domain of the Application Enablement Consumer applications and Medicare & Retirement applications.
* The following attributes of Mr. Anil Gogia separates him from other Senior Technical Architects or technical resources in the industry

1. Anil’s knowledge on Application Enablement United Programming Model, Websphere Message Broker, Foundation Framework, AE LogViewer, AE SUIT, AE MQ Visualizer, MORC Framework and MINDI configuration application, Medicare & Retirement business applications which are the UHG proprietary Framework and applications.
2. Anil’s knowledge on procedure code and diagnosis codes (ICD 9 / ICD 10)
3. Anil’s knowledge on health insurance domain specifically in health insurance claims and provider. He is a trained Subject Matter Expert (SME) in Health Insurance Claims and Provider.
4. Overall 12 plus years of experience out of which complete 8 years hands on experience in building complex healthcare domain projects
5. In-depth knowledge of US healthcare business and UHG business model.
6. Tricare is worldwide purchased health care program serving active duty service members (ADSMs), Guard/Reserve members, retirees, family members, survivors, certain former spouses, and other entitled to TRICARE benefits.

His design and architecture work contribution on TRICARE made him an asset for Application Enablement and UHG organization.

1. Deep knowledge of Physician and facility claim processing algorithms, HCFA & UB92 processing and UHG claimProcessing application like TOPS and claim highway.

* Anil Gogia Main responsibility for integration of UPM3 Framework to a specific business application is:-

1. Analyzing the new business requirement of specific business (consumer or provider application) from the healthcare industry because of:-
2. Business Expansion because of market needs and business dynamics and mergers and acquisition vision.
3. Members needs for new Portal or system for

* managing their claims information,
* selecting Health Care Providers for a Diagnostic and Primary care and Specialized Treatment for the particular disease
* Total Cost Estimator tool :- To compare treatment and cost of a particular disease which can help them to select a Good Hospital/Lab/Physician with minimum cost
* To compare two specialist and their previous experience and expertise in a specific disease preventive, prognosis, treatment.

1. Providers to manage their patients records by following all legal rules and laws as per HIPPA (Health Information Protective and Act) etc.
2. Business Analyst to see where all we store claims information of a particular business segment across various policies.
3. Assessing 2-3 major client business application and backend data provider system configuration and its corresponding applications for Health Care systems.
4. Write and propose each business application specific automation, configuration validation and integration strategy based on his expertise.
5. Review gathered requirements from business team stakeholders.
6. Develop prototype design for each UHG proprietary applications.
7. Develop solution for configuration validation and its corresponding applications.

The kind of work Application Enablement does is unique in united organization, as Application Enablement is the only Enterprise Service Bus Standard for the entire organization. Most of the Existing Application Enablement India and US team are working on Service delivery as most of the team members are relatively new. Anil Gogia from entire team worked on designing, architecting and implementation of UPM 3 framework along with AE tool development as these tools are Managing UPM3 Framework administration work.

* UPM3 Centralized Business Component Framework :- In International market, every organization build their applications specific for their business needs, it is not possible to have a common business model and application to apply in all organization because of their unique and different business styles and business needs. United works for internal clients which are specific to United and which require to fetch data with agreed Service level agreement and standards which United can enforce to follow so that a consistent interaction can be possible. Application Enablement is a direction to achieve goal of connecting various consumer and business applications so that maximum reusability of Service components can be achieved by keeping all their Organization business specific rules, logics in central place so that in case of any change in Business rules, policies and Laws, only one place to edit rather than changing all services and systems across the Organization and to provide the updated systems in short time. Application Enablement, UPM3 Frame work is designed on that concept.

**No other companies in the market use same kind of Enterprise Service Bus for integration to united consumer and provider business applications as all these are proprietary business data warehouses of UHG.**

His knowledge of the Application Enablement UPM and Foundation Framework system makes him “special” as it’s very difficult to find any resource with Strong Health Care Domain Knowledge along with Strong Technical Analysis, Design and Architecture knowledge with great years of experience in Industrial HealthCare Leaders experience.

**Describe and provide documentary evidence to show how the beneficiary’s knowledge is an advanced level of knowledge of the petitioner’s processes or procedures.**

Anil Gogia did a successful integration of UPM3 Framework with Member Portal. With this integration it expanded scope of this Member Portal application by allowing it connect to various new and existing Business segments like Common Data Base, Cosmos, Tops and Network Data Base, MYHCE and other applications which means Customer of those business segment can enroll and purchase and compare policies and other services provided by these systems.

Currently, UPM3 Framework is going through a pilot phase, where it integrates with a limited set of UHG based proprietary applications. Post pilot phase, UPM3 framework is expected to get integrated with a lot more UHG based application. Having someone with such a disparate knowledge on these platforms will definitely be a big plus. Anil Gogia seems to be a perfect fit in this role as he has been working with UHG from more than 96 months by now. He has worked and gained a lot of functional knowledge on various UHG based proprietary applications like ISET, ILEAD, ODIN, EHP, MYUHC, B2C, Optum Rx etc. These applications have a direct integration with AE application.

Comprehensive experience is required on UHG business, different UHG proprietary application automation, configuration models and interaction and integration with clients owning health care application with multiple configurations to carry out this assessment. Apart from Business rule Engine Automation, Configuration Validation tool, Test data management strategy as part of UPM3 Framework, Anil has experience in each of AE Consumer Business process and domain process knowledge as well. No one in team has the same level of experience as Anil who has skills in different consumer and provider automation area. Anil is the only person suitable to perform this assessment.

Combination of Technical skills and healthcare domain like Claim, Member, Provider and Medicare Medicaid makes him unique. He involves in all major activities of these assets and considered to be a Subject matter expert (SME) for these assets. Provided his training, certification and others awards which talks about his knowledge in Business domain and contribution in the Application Enablement.

**Some of the Key Contributions made by Anil are -**

* Anil has designed the AE LogViewer, AE MQ Visualizer tool as part of UPM3 framework architecture for Over 600+ complex ETL jobs for these applications which covers Claim, Provider, Member Eligibility and Enrollment, Agents and Sales.
* Anil has designed the AE MORC Framework for UPM3 and Authorization DB Governance which is the Electronic Provider Data Load process. It automates the data exchange between vendor networks and physician groups into the Network Database.
* Anil has designed the AE MINDI application Framework for UPM3 and Authorization DB Governance which is the Electronic Provider Data Load process. It automates the data exchange between vendor networks and physician groups into the Network Database.

Attached are UPM3 design and architecture documents which are developed by him to share across developer, testers and other business applications team.



Also attached is a document talk about various UPM3 functionalities and status as per tasks.



* Anil is Requirement Solution Analysis (RSA) Certified. He implemented optimization techniques like OATS (Orthogonal Array Testing), RBT (Risk Based Testing) and Automation etc. These skills would require achieving following organization goals:-
  + Improvement of Productivity
  + Reduction of Cycle Time/Processing time
  + Reduction of Defect level (External/Internal)
  + Reduction of Rework %
  + Improvement in Compliance %
  + Reduction in Non Value Added Defects
  + Improvement in Utilization/ Workforce Optimization
  + Reduction in production defects.
* He has developed Complex Consolidation and Build Event Algorithm to integrate AE Claims Highway services.
* Anil is supporting cross application and providing solution to have the timely delivery by all impacted applications. This knowledge enables him in better understanding business functions and translating business requirements into design various Technical and Business artifacts like High Level Design document, Low Level Design Document, Sequence Diagram, Activity Diagrams, Use Case and Techno-Functional Specification document, Unit Test Plan.
* He has deep understanding of UHGs claim application (TOPS) and Claim Highway. For Application Enablement he has designed algorithms to import Physician claims and Facility claims. Anil has vast knowledge of Claim Adjudication, Authorization and Coordination of Benefit (COB).
* He has setup in house developed complex AE gateway services to replace SB Gateway (Santaner Bueremer Cosmos Gateway) and FTP-SFTP (File Transfer Protocol – Secured File Transfer Protocol) process for various external Vendors like MYUHC, ISET, EES, Wellmed, and XLHealth to integrate their data in Enterprise Document Server. AE Gateway Services provides secured and UHG IT Security compliant electronic transport mechanism for UHG internal entities and external business customers to exchange data files on demand or scheduled through integration with Job Control Services.
* Anil has Integrated Entera, XLHealth, Sierra and other external vendors and internal sources data with United data warehouse which is very significant to track daily Medicare Advantage and Medicare Supplement product application sales
* Anil has also created some major automation tools for monitoring morning checkouts for projects like EES, ISET, ILEAD and M& R etc.

His technical leadership is being highly valued by various stakeholders. He was once awarded UHG’s most prestigious award ‘Sustaining Edge’ for his technical delivery excellence and leadership for AE Business Enterprise Services that he built. On December 2013 he was awarded by ‘Manager Excellence’ award for his initiative of UPM3 Framework and on October 2014, he received ‘Best Manager’ Technology award for his proposed design and architecture for Entera Decommission Framework and successful integration of UPM3 Framework successful with Member Portal as Proof of Concept.

**Describe and provide documentary evidence to show how the beneficiary has knowledge that is valuable to the employer’s competitiveness in the market place.**

Anil knowledge helped United in showcasing their expertise in Externalization and Commercialization in HealthCare market by making high availability of their services and achieved higher Customer satisfaction and Customer trust. Tricare is one of the examples where United did this.

Anil is only among the team who is working on Application Enablement UPM, WMB, Foundation Framework, AE Experience from initial when the transaction had happened. He has received technical trainings on multiple modules of Application Enablement application from business and system analyst team. He has been part of the core team who analyzed the business requirements for these applications and derived functional requirements for the testing team and development team to initiate work.

Integration of UPM3, WMB, Foundation Framework and AE Experience tools with ISET, ILEAD, MYUHC and TRICARE is planned for 2015 Release. Re-engineering of Provider, Member and Claims will require expertise knowledge on all Application Enablement Consumer and Provider Business applications, Batch Components and existing Legacy and Provider business segments. Therefore Anil is a useful resource to provide technical and functional knowledge on Application Enablement Online programs like Member Enrollment, Provider Management and Claim related codes. He also has expertise on all Consumer, Provider Business application domain knowledge, Web components and Batch components that will be useful in re-engineering process.

As per the business requirements for 2015 Release, Legacy applications are going to be decommissioned and replaced with United Programming Model 3 Framework that will cause lot of architectural changes in existing system. Migration of all existing document classes (85 Document Classes) into Provider application i.e. EDMS (Enterprise Document System) planned for 2015 release. Anil has Expertise knowledge on all 20 backend Provider application of EDMS Business Segments and 10 batch applications (use for data feed into EDMS from various business segments). This knowledge is very useful for migration process.

Anil Gogia has extensive knowledge on all AE Provider application's Foundation Framework and Foundation Views which interacts with many frontend applications like ISET, ILEAD and IDT. He has in depth knowledge on all backend i.e. 90 Batch jobs which run nightly for reporting purpose to Business. This knowledge would help in Requirements and Scope Analysis for AE Consumer and Provider Business application's architectural changes and UPM3 Framework integration planned for 2015.

Anil is involved in Estimation activities like Planning, Designing, Execution, and Monitoring for all impacted components, by which he gained expertise knowledge on all components of Application Enablement. He did estimation in past that were very close to actual. It will help in planning for UPM3 Framework Integration with AE Consumer and Provider Business applications and UPM2 to UPM3 migration project of 2015 Release.

Anil has expertise knowledge on Business Rules and Business knowledge for members, providers and brokers, about their medical claims, eligibility, and benefits across multiple business/customer bases and it would be helpful to actively participate in war room for technical discussion and project related meetings in US business hours.

Anil Gogia is amongst very few of AHM 250 certified in entire UHG and having in depth understanding of Health care domain. Knowledge and Hands on Experience on Member, Provider and Claim Applications like IDT, ISET and A&G (Appeal & Grievances), having Extensive knowledge on document management system which supports business critical applications, such as Claim process, Invoicing and Portals.

TRICARE offers comprehensive, affordable health coverage with several health plan options, a robust pharmacy benefit, dental options and other special programs. Tricare is worldwide purchased health care program serving active duty service members(ADSMs), Guard/Reserve members, retirees, family members, survivors, certain former spouses, and other entitled to TRICARE benefits.

With Application Enablement United Programming Model, it helped TRICARE to increase the availability of health care resources with networks of civilian health care professionals, facilities, pharmacies, and suppliers. This allows the Department of Defense, DoD, to provide access to high-quality health care services, while supporting uniformed service operations.

Military Health System (MHS) is the interconnected and interdependent web of organizations that carry out the uniformed services health care mission just like Application Enablement analogy architecture.

Application Enablement helped to make Health Information Technology (HIT). It helped TRICARE to achieve the mission to provide the right information to the right customers at the right time to improve and maintain the health status of our beneficiaries across the entire continuum of health care operations . Application Enablement and TRICARE Vision and Mission matches because both are in principle of HIT i.e. seamlessly deliver the power of information to our stakeholders

TRICARE and AE principles are embedded into our processes and culture:

1. Support the Warfighters and their families

2. Promote innovation

3. Adopt business process solution in concert with a technical solution

4. Ensure information integrity and security

5. Establish a consistent, integrated, aligned, agile and interoperable enterprise architecture

6. Reduce complexity for the end-users

7. Reduce time to implement functional capabilities

8. Use industry standards and best practices

To support these principles of TRICARE, Application Enablement role was to establish a HealthCare structure which support DHA’s Health IT Directorate to encompasses:

•Innovation and Advanced Technology Development: meeting functional needs of military health through technology and research.

•Portfolio Management and Customer Relations

•Infrastructure and Operations

•Solution Delivery

•Information Delivery

•Cyber Security

Unified Process Model —Biggest of its type in the organization. This is a middle layer process model, which provides Health Care solutions to the different consuming applications within UHG. It acts as a one stop shop which caters healthcare routing solutions. All the business logic pertaining to health care policies resides in the solutions provided by this model. This has several advantages:

1. It acts as a single point, where all the business logic resides. So if any policy changes in US, changes made in these solutions makes almost all the applications in UHG compliant to that policy.
2. As described above this application guarantee’s consistency among all the applications and there seam-less and error free integration.

This is a proprietary model/application of UHG and is one of its kinds. This requires extensive knowledge of Health Care domain to implements its policies universally, which means to take care each and every conditions of the policy. To require this type of knowledge, a person needs to get good exposure and experience of gathering requirements and getting in constant touch with Business.

Some of the policies implementations deal with protected information’s as per HIPPA compliance. This prompted the development of some of the tools and process that are found only in UHG and in UPM. This means that it is impossible to find anyone with expertise in these tools and process in market place.

* **ICD10 Migration Testing Tool –** Tool developed by Anil is to test ICD 9 to ICD 10 Migration. This tool is very useful tool to automate the testing for Large and medium size data ware applications of AE as UHG Applications are undergoing for ICD 9 to ICD 10 migrations,. This tool is used to validate successful migration for codes.
* **FTP - SFTP Migration Utility –** Utility to migrate FTP to SFTP developed by Anil is being used across UHG various business segments.
* **HealthCare Business domain knowledge –** He has been involved in major programs because of his hands of knowledge of health care domain as well as AE, UPM, WMB, FF and AE Experience and M&R data applications and knowledge in claim and provider subject matter expert (SME).
* **ICD 10 Changes :-** Application Enablement (AE) application made changes in Central Business Process Model (BPM) for major ICD 9 to ICD 10 conversion changes under the field expansion project for healthcare reforms. For physician and patient encounters or patient discharges, he implemented ICD-10 codes in all transactions. This business functionality is required to apply in all Healthcare organization, so planning to sell this as External Commercial tool to market.
* United Health Group is planning to brand his proposed UPM 3 Framework as Product and to sell to outside UHG organization. With the customization in UPM3 Framework based upon Consumer requirement we can sell this.
* To manage and monitor AE Business services, we developed several AE tools, like MORC Framework, MINDI application, AELogger, AE SUIT, AEMQVisualizer, so that while selling UPM 3 Framework as product to outside United we can sell these tools as supplementary tools for the support of our product in non-production and production environments. In short UPM3 Framework along with AE tool will acts as complete Product without requiring Customer to build and purchase any software to manage and support this product. Hence this makes United Health Group one step ahead in the competitive market as compared to other organization in similar business in market.

**Describe and provide documentary evidence to show how the beneficiary is qualified to contribute to the United State employer’s knowledge of foreign operating conditions as a result of specialized knowledge not generally found in the industry.**

* It’s very difficult to find strong knowledge in HealthCare along with strong Technical skills in a single resource. We usually find these two skills in two different resources not in a single resource. As both the skills are discrete in nature. Anil did his Bachelor degree Graduation in Medicine (five years and six months) and PAHM US Healthcare certified, having strong Healthcare knowledge what he learned during his stay (96 months) in UHG and did his post-graduation Masters in Computer Sciences having strong technical knowledge in IT of 12 plus years of experience. Certificate evidence of Anil’s Healthcare and Technology knowledge, education, training, experience is already provided.
* UHG Proprietary application Knowledge and Experience: - He has worked with various proprietary business applications during his stays in United Health Group. Where he learned in depth knowledge of various united business applications based upon that he developed a common reusable business framework used across all united consumer and provider applications to connect and consume AE business services, **UPM 3 Framework**. This Framework keeps all Business Logics, Processing Rules, Compliance and State and Federal laws in it. All Consumer and Provider business applications consume all these self-sufficient AE Business services and focus on their Application functionalities.

By keeping Business Processing Modeling in central location, this Framework provide a better administrative and business capability to consumer and provider applications to manage their business functionalities like financial accounts for spending their health savings by comparing various available diagnostic options, claims and reimbursement information, provider and early fraud detection etc. This Framework gives a cutting edge for implementation of Business rules, Business policies in generic way and customized way for a specific business application. UPM3 Framework is step towards moving to Product than a solution to a particular business application.

* Currently there are more than 800 AE business services which are designed based upon UPM2 Framework which needs to migrate into UPM3 Framework. UPM2 to UPM3 Migration needs to start after implementation of UPM3 Framework for Consumer and Provider applications. So UPM3 Migration is next step after UPM3 Framework implementation in entire United Health Group organization.
* Mr. Anil is having excellent understanding of AE Production Environment which basically hosts these applications in subsequent releases AE Production server with vast experience in solving production issues while learning these by supporting production support of 12 x 7 x 365 days for last 96 months. To make the Production environment stable has always been a high priority and worry area for this project. He has developed a tool called AE LogViewer which helps in resolution of live Production Issues (Member/Provider/Claims application related issue) in a very significant manner. Around more than 80% of the manual effort involved in issue resolution process is automated, which is expected to save millions $ to the customer. This tool is completely developed by Mr. Anil and is currently in pilot phase and is scheduled to implement for all customers application.
* One of the existing client COSMOS (Comprehensive Online Software for Management & Operation Support) is using ENTERA as third party middleware product to accomplish its business requirements. While working with UPM3 Framework designing, Mr. Anil has invented a technical approach, **Entera Decommission Framework** with his extensive knowledge of this application, where ENTERA can be replaced with our home grown application, which will subsequently result in millions $ saving. He is a key leading member of this ENTERA DECOMMISSION FRAMEWORK project and is scheduled to give knowledge transition to onshore folks during his visit to USA. Currently, he is the only person in the team (Including onshore and Offshore both) who is having a good understanding of this ENTERA decommissioning initiative.
* Anil work on TRICARE project from AE UHG to increase the availability of health care resources with networks of civilian health care professionals, facilities, pharmacies, and suppliers. Application Enablement and TRICARE Vision and Mission matches because both are in principle of HIT i.e. seamlessly deliver the power of information to our stakeholders. Anil work on TRICARE able to achieve higher availability of military health care resource which allows the Department of Defense, DoD, to provide access (24x7x365) to high-quality health care services, while supporting uniformed service operations. Application Enablement is responsible for TRICARE WEST health care programs to deliver the power of information to our stakeholders
* Anil is Subject Matter Expert for Application Enablement and knows most about the consumer application work flow, code configuration and architecture. Mr. Anil’s presence in the headquarters will expedite the Production issue resolution process with his developed tool in place, which is expected to be of very high volume during peak season. So his live issue resolving

He developed these tool and applications which are proprietary to Application Enablement.

* **AE LogViewer tool –** web tool used to search and filter service logs from AE non-production and production server for AE services without require to login to server. This tool help in quickly and easily finding service logs for that he wrote intelligent search algorithms and without user requiring to know UNIX commands.
* **AE SUIT tool –** Group of tools required to check connectivity, logging and security of AE backend provider applications.
* **AE MQ Visualizer tool –** Application require to check health status of legacy systems and message queues operations for Network Data Base (NDB), Common Data Base (CDB), The Online Processing System (TOPS), Cosmos claim engines.
* **AE MORC Framework –** developed MORC Framework which is one of the mail Framework tool used in UPM3 Framework designed and architected by Anil for providing common functionalities to all AE services and module, composed of three main components:

**a) Bridge Application:** acts as a service catalogue for all available AE services available for consumer and provider business applications to consume. This helps Consumer and Provider applications to check which already exist and what business functionality it provides. It also provides health status of all available AE Business services post deployment means with this application we can find out which AE service is having run time issue post deployment of services so that one can look into root cause.

**b) MINDI: MORC Integration Director: -** User Interface, Web page, for the dynamic configuration capability in MORC. This can be configured to connect to multiple environments. Access business web services in each environment to read and update configurations, no direct DB connection

**c) Core Framework Bundles: -** UHG proprietary applications build on OSGI bundles that provide base functionality: core, configuration services, unit test framework. This is required for the Bridge and MINDI applications to function. Provides Business Framework base classes, interceptors, logging, and many other framework capabilities for service development

In answer to above query, attached is document of UPM 3 MORC and MINDI document developed by Anil for developers and Analyst to use, which talks about business configuration management tool.

* **AE Metrics Reporting Tool -** He has developed Metrics reporting tool. It is used across the UHG to keep tracking of different incident tickets opened for different applications. All information related to tickets (Incidents, problem and change) like status, assigned group, service level agreement (SLA), backlog management index (BMI) has been maintained by this tool. It is very useful to keep track of priority tickets and SLA and productivity of different projects.
* Mr. Anil has an excellent understanding of our Production Environment which basically hosts these applications in subsequent releases. To make the Production environment stable has always been a high priority and worry area for this project. With the tenure of his (Mr. Anil) 96 months with this project, Anil has singlehandedly developed a tool called AE LogViewer which helps in resolution of live Production Issues (Member/Provider/Claims application related issue) in a very significant manner. With the implementation of this tool , more than 80% of the manual effort involved in issue resolution process is automated, which is expected to save millions $ to the customer. This tool is completely developed by Mr. Anil and is currently in pilot phase and is scheduled to implement for all customers application during his Visit to onshore (USA).
* ENTERA Decommission Framework: - COSMOS (Comprehensive Online Software for Management & Operation Support) is using ENTERA as third party middleware product to accomplish its business requirements. With **Entera Decommission Framework,** technical approach devised by Anil with his extensive knowledge of this application, where ENTERA can be replaced with our home grown application, which will subsequently result in millions $ saving. He is a key leading member of this ENTERA DECOMMISSION FRAMEWORK project and is the only person in the team (Including onshore and Offshore both) who is having a good understanding of this ENTERA decommissioning initiative.
* During his long 96 months of association to Application Enablement application, he has faced and resolved much more issues in comparison to other team member of the team, which helps him to resolve the issues in much quicker time than other. Also he is involved in almost every activity of AE application and has much more deep knowledge of all the process and procedure of the application than others.
* Anil was awarded Achiever’s award, Manager Excellence award and Best Manager Technology award for his significant contributions in AE LogViewer, UPM3 Framework development and integration of UPM3 Framework with Member Portal application, Managing HPSM and making the Application 100% SLA compliant, for number of Automation work that saves huge number of working hours. No other member of the team has received such numbers of awards. This shows that Anil stands out from other Senior Technical Manager/Architects resources within the organization. Embedded are scanned copies of his awards.

**Describe and provide a documentary evidence to show how the beneficiary has been utilized abroad a in a capacity involving significant assignments which have enhanced the employer’s productivity, competitiveness, image or financial position.**

Anil Gogia will be working on following releases of Application Enablement applications

Integration of AE UPM3 Framework with various Consumer and Provider Business applications is planned for 2015 Release. Re-engineering of Provider, Member and Claims will require expertise knowledge on all AE Foundation and UPM3 services and online programs, Batch components and existing AE sub applications and AE tools with knowledge of Consumer and Provider business segments. It will reduce the IT maintenance cost and will increase the speed.

UPM 3 Framework as commercial Product: - United Health Group is planning to sell UPM 3 Framework as Product to outside UHG organization under Externalization and Commercialization.

By doing customization in UPM3 Framework as per Customer business applications, Application Enablement (AE) can sell existing UPM3 Framework to Organization dealing in HealthCare as in UPM3 we segregated Business policies, Riles, Compliance policies, Federal laws and State laws in a centralize component which is easy to update as per new business needs and change of market dynamics.

AE tools as part of UPM 3 Framework as a product: - To manage and monitor AE Business services, Application Enablement (AE) developed several AE tools, like MORC Framework, MINDI application, AE SUIT, AE MQ Visualizer, so that while commercializing UPM 3 Framework as product to outside United we are planning to sell these tools as supplementary tools for the support of our product in non-production and production environments. In short UPM3 Framework along with AE tool will acts as complete Product without requiring Customer to build and purchase any software to manage and support this product.

UPM3 Framework and AE tools helped in achieving higher productivity by reusing Centralized Business component and Plug and Play Framework which provided significant efficiency and cost savings once implemented on other UHG health care systems.

UHG Work in Tricare: - TRICARE is the health care program for active duty U.S. military service members, armed services retirees and their families. United Healthcare Military & Veterans was awarded the Managed Services Support Contract for TRICARE in the West Region. The TRICARE West contract has five year duration, is worth $1.7B in revenue, brings 2.9M members to United HealthCare, and represents United HealthCare’s entry into the Department of Defense Health Care market. AE integrated TRICARE provider data from NDB.

UHG feel honor and proud to its contribution in Tricare, as working for Nation Military project has improved UHG image as one of the best Health Care Technologist Organization in the Globe.

Tricare certificate: This will tell you got UHG level recognition which is a huge this as the organization is huge in magnitude.

ENTERA DECOMMISSION FRAMEWORK as commercial tool:- Currently one of the existing client COSMOS (Comprehensive Online Software for Management & Operation Support) is using ENTERA as third party middleware product to accomplish its business requirements. UHG developed a new Architecture compose of UPM3 Framework along with a new Technical component, which helps to connect to COSMOS without going through Entera, called Entera Decommission Framework, i.e. a newly developed Framework to replace ENTERA with our home grown application, which will subsequently result in millions $ saving.

AE LogViewer as commercial tool: -to view, monitor Production server logs and health Status :- To make the Production environment stable there is need of tool which can help developers or Production support team members to view and monitor server logs which can tell Health Status of Production Servers. In step towards that Application Enablement (AE) is planning to launch AE LogViewer as a tool which is easy to use, easily accessible and helps in resolution of live Production Issues in a very significant manner. This tool is expected to reduce more than 80% of the manual effort involved in issue resolution process and is expected to save millions $ to the customer.

ICD 9 to ICD 10 Utility tool: - For healthcare reforms, Application Enablement (AE) application made changes in Central Business Process Model (BPM) for major ICD 9 to ICD 10 conversion changes under the field expansion project. This tool will implement ICD-10 codes in all transactions for physician and patient encounters or patient discharges. Since this business functionality is required to apply in all Healthcare organization, so planning to sell this as External Commercial tool to market.

UPM3 Migration: - As per the business requirements for 2015 Release, Legacy servers are going to be decommissioned, that will cause lot of architectural changes in existing system. Migration of all existing UPM2 business services to UPM3 business services (800 Business services) into AE UPM (United Programming Model) planned for 2015 release. So that it should automatically available to consumer and provider applications after completion of UPM3 Framework.

**Describe and provide documentary evidence to show how the beneficiary has knowledge which, normally, can be gained only through prior experience with your organization**

Anil Gogia is working on UHG propriety applications, developed in house. Application Enablement, United Programming Model, Broker application, Foundation Framework are the middleware business applications for all Consumer and Provider applications in UHG where more than 800-1200 transaction happened in each of single components and more than 90 Consumer and Provider business applications interact. Each application has further transaction in thousands-million and consumer ranging from 200-10000.

Application Enablement application is Proprietary systems of UHG and that is not generally known within the Company or within the industry, No training available outside. Anil learned Application Enablement’s sub application and sub components while working with AE for over 8 year in Technical and functional role on these enterprise business applications and is considered as SME for claim, provider, member, sales and agent subject areas of these assets.

**Anil has also developed following tool which are is use across the UHG –**

**AE LogViewer tool** – Every business application require to capture services log information for audit and troubleshooting issue in their services in non-production and production environments. These service logs help developer, tester and operational team members to check health status of their application services and rule out any error either at their side or in downstream (service requester) or upstream (data provider) side. Most of the application developer fetches these service log information either logging into server console or read logs files stored in some file server to check for health status of their services. If services hosted on server are low or transaction hit on these servers are low then fetching log information from server console or file system is fine, but any applications where number of transactions are more and number of interacting applications are higher ion that case it’s a big painful and time taking task (can take hours or some time day) to filter out a specific server log from big Giga Bytes of application server log files.

Application Enablement application interacts with more than 90 consumer business applications owned by respective business departments and caters millions of transaction in a day. There was need to develop a web tool which allows any person irrespective of technical or non-technical to search and filter out a specific service logs from server log files easily and quickly. AE LogViewer tool was developed by Anil Gogia to help in UPM3 Framework which helps: -

1. developer, tester, operation member, system analyst can easily fetch a specific service logs based upon various search parameters from big log files storing logs from various server (in clustered environment).
2. AE LogViewer search algorithm takes less than 5 seconds to filter out logs by providing any of the search criteria like –
   * + 1. Service Name
       2. Consumer Application Name
       3. Provider application Name
       4. Duration during which one wants to filter out logs
       5. Erroring Service logs
       6. Environment Name – non-production and production servers
3. AE LogViewer tool return the logs in the readable format and uses color combination to display out error and success.
4. This tools allows logs information to store in database for 96 hours(4 days) rather than deleting it out from server logs
5. AE LogViewer restricts unauthorized access of service logs as it used LDAP authentication which can allow access to authorized person. To get access for AE LogViewer tool one has to raise Secure SAT request after that only permissible user gets access.
6. Operational team members to quickly search service error logs during production war room. As in production war room all are looking to find out where the issues is and after diagnosing the issue layer they need to talk about how soon they can fix issue so that application should work quickly. In most of production war room issue it is very important to find out where the issue is as consumer are facing problem while accessing their health claim etc. Information which is critical for them. This application helps operational team member to quickly (in 2-5 seconds) filter out big server log files and allow them to access service request and response logs which hints about the root cause. This tool has functionality to save those error logs in database for 3-4 days if someone wants to revisit later point of time rather than deleting from server. This tool acts as a savior as fetching logs from server console takes hours for a particular service log, by this it helps to find out root cause of prod war issues in 1-2 minutes. So that all can focus on how soon they can take corrective action.
7. Tester team members need to test AE service behavior after getting services from developer team. This tool helps them to search and filter backend request and response easily as everyone in team is not very technical to fetch logs from server. This web tool helps them in filtering out service logs using that they check and compare service specification versus what is expected from AE service to send business data as per business rules and what AE is receiving back from backend provider application. This tool helps them to find out issues in AE service during testing phase.
8. Application developer use this tool while developing or enhancing AE services and in defect fixing to see what their application layer is sending to provider application and what response provider application is sending for that particular test case. This tool also helps them to know what request data consumer is requesting and what response they finally sending out to consumer business application. It a very helpful tool for developer to develop and fix the issues in their services and finding out root cause issue.
9. System Analyst use this tool to check existing behavior of consumer service and AE service and backend services behavior which helps them to know how new requirement can be integrating without impacting working scenarios.

AE interact with various consumer (service requesters) and provider (data provider) business applications for transaction of business data based upon the consumer access (authentication and authorization)



Application Interactions

This tool helps an application developer and even a quality/test team member to fetch service logs to see what data UPM is sending to Provider application and what data UPM is getting back**.**

This tool is web based tool, easy to operate Application developer can filters out service logs from server based upon Service Name, Consumer Application Name, and logs during a particular duration by providing start timestamp and end timestamp and . Infrastructure operation developer use this tool to

**AE MQ Visualizer tool –** This tool is In house developed specific for AE to perform message queue operations.

**AE SUIT tool –** Group of tools required to version control of contract, check connectivity, logging and security of AE backend provider applications.

**Metrics Reporting Tool** – Tracking tool developed specifically for tracking of different incident tickets opened for different applications and keeping all information related to tickets (Incidents, problem and change) like status, assigned group, service level agreement (SLA), backlog management index (BMI). It is very useful to keep track of priority tickets and SLA and productivity of different projects.

**ICD10 Migration Testing Tool** – Anil has developed testing tool to test ICD 9 to ICD 10 Migration. It is used across most of the UHG Applications undergoing for ICD 9 to ICD 10 migrations. It is very useful tool to automate the testing for Large and medium size data warehouse.

**FTP - SFTP Migration Utility** – Anil has developed a utility to migrate FTP to SFTP. Across the UHG tool is being used by different applications to migrate from FTP to SFTP.

No one outside the UHG has the knowledge of these applications as all these applications are proprietary of UHG.

**Describe and provide documentary evidence to show how the beneficiary has the knowledge of a product or process which cannot be easily transferred or taught to another individual without significant economic inconvenience to the United States or foreign firm.**

Anil has a prior experience of 8 years in UPM with a total of more than 12 years of experience.

1. Most Experienced person in Application.
2. Health Care and Business knowledge gained through interaction with business and implementing different policies.
3. UPM has 800 solutions/services created for its consumers. UPM has 90 consumers and \* Data Sources. To create a universal solutions one needs to have an internal knowledge of all these consumer, which is a big task and can’t be transferred easily.

Application Enablement is a Tier 1 (Critical) application in the United Health Group suite of applications and is used to manage customer spending account information on the company’s UNET platform which is then used to provide coverage to customers. Application Enablement is a front-end system used to support customer Optum accounts for medium and large scale corporate accounts.

Anil Gogia has the subject matter expertise, technological skills, and in-depth knowledge on United Programming Model 3 (UPM), Foundation Framework 2, MORC Framework, MINDI configuration application, AE LogViewer, AE SUIT, AE MQ Visualizer tool and Medicare & Retirement application.

As a Technical Liaison, Anil is expected to work with multiple projects business analysts to understand and capture not only the business requirements but also technical requirements.

**Impact on the US Business**

Anil’s absence in the US office would severely impact UHG’s ability to perform the UPM3 Framework implementation with consumer and provider and UPM3 migration from old legacy system UPM 2 to new UPM3 framework that could impose high financial risk to United Health Group business since UHG is in contractual agreement with business to migrate the customers ranging from medium and large scale corporations This could result in irreparable damage to UHG’s reputation, market competitiveness and its position as a market leader in this segment.

ICD diagnosis and procedure codes are fundamental to UnitedHealth Group’s business operations. Significant changes to the coding structure will have major impacts on many business processes and systems. Industry analysts and advocacy organizations have prioritized ICD-10 and HIPAA 5010 as the top two initiatives for health care organizations’ focus for the next three years.

Due to ICD10 program United needs to integrate all its consumer and provider business application with UPM3 for the diagnosis and procedure codes. So that all business applications will reuse the same common framework UPM3, all changes will limit to UPM3 framework. In future when any change will come then we should enhance one common framework, which should be capable to handle all new changes rather than changing each business application individually as this is not best practice and will lead to more time to integrate and more associated cost. This can’t be done at offshore because of security reason and since each business applications have their own specific need to integrate UPM3 with their application which requires frequent and daily meeting with each business application to understand their requirement. With Non availability of Anil Gogia who is knowledgeable with all the technical skills required would affect the business growth and prospects.

Similarly Tricare data integration with AE UPM3 Framework is a critical project and need to be done with in specified time frame. It requires person to be available IN US as Tricare design and development can’t be done from off shore.

Any degradation and/or loss of quality in servicing existing UHG customers would allow competitors to acquire greater market share in this segment resulting in substantial operating and financial losses to UHG.

At present no low-risk alternatives to Anil’s travel exist with UHG. It would take at least 18-24 months for someone to obtain training on the AE application and SSS processes as outlined below:

AE application’s overall Architecture (Design, Components): 3 months

AE application’s Integration with interfacing systems: 3 month

Gaining expert level knowledge on the AE technology stack: 2 months

UPM3 Framework: 4 months

AE tools: - 2 months

Production Environment, Production Support: - 2 months

AE Consumer and Provider applications knowledge: - 3 months

UHG’s United Development Process: 1 month

Healthcare Standards, terminologies and methodologies: 1 month

These trainings would give any employee only the theoretical knowledge of AE application domain and technology and Production Support processes and procedures knowledge.

Anil has acquired expert level working knowledge in these areas by working on design, development and day to day operations for the past 96 months. His expertise with AE UPM, WMB, FF and EX Experience and AE Production and Infrastructure knowledge cannot be transferred without investing substantial effort, time, and money. If Anil were to train other employee, this would severely impact Anil and the employee’s productivity and ability to contribute full-time to the AE operations for the whole training duration thereby impacting AE service levels during this period resulting in significant loss to UHG’s business as detailed above. Even to train the person Anil should be in US, because only physical hands-on sessions will be effective and give more confidence for the Development resource to handle the projects. Training the person through WebEx will not suffice in this case.

This results in a delay of 12 months for one resource to new integration programs timelines and would have significant impact to the timelines & the commitments made to our business & technology partners. Already with shortage of Resources on board( US) in UPM, WMB and Medicare & Retirement applications lot of critical future assignments are running with delays , not having Anil Gogia will add on the delays which will have direct impact on the business .

**Describe and provide documentary evidence to show how the beneficiary has knowledge of a process or a product that is of sophisticated nature, although not unique to the foreign firm, which is not generally known in the United States.**

Business Agility and Data Security is success of key for any Business organization where they can implement idea or market change quickly and with full proof security.

Any Technology enabled Business depends upon mainly three actors i.e. Business analyst, Technical Architect and a mediator who can bridge these Business and Technical to implement any requirement into solution. Business Analyst can gather requirements from Consumer and convert into Business requirement and Mediator requires who can convert Business requirements into Technical requirements. Then need of Technical Architect to convert Technical requirements into Design and Architecture into Implementation with technical engineer. Before Technical Architect hand over those design architecture documents (High Level Design and Low Level Design Document) to Technical Engineer, they need to make Proof of Concepts as show case feasible solution.

Anil Gogia being SME and Technical Architect understand Consumer requirement and Technical architecture aspect interacts Consumer directly and convert consumer requirement into Business requirement and then into Technical Design document to Proof of concepts. Since a single person does this single handed rather than depending different people for converting consumer requirements into Implementation proof, it cut down time to market and time to live drastically and own and manage the project by cut down dependency into Business Agility scenario where market changes dynamically and success of fast growing organization need quick solution implementation of requirement. This becomes an asset where we need to implement an aggressive Consumer requirement into implementation in a fast business dynamic need to show case before market needs changes.

United Health Group is fast growing and changing organization in dynamic Health Care Industry where Organization have to keep their business application needs to compliant on time with State and Federal Laws and Policies changes for the betterment of their Citizen and save guard their citizen rights and to avoid any misuse of these policies. United Health Group needs a smart and quick Problem solver, like Anil Gogia to have one step ahead in the Industry and compliant with laws and policies. Finding such candidate having a perfect blend of Business domain knowledge along with Technical expertise is a difficult task across the globe.

* Anil Has 12 plus years of experience in building large scale, robust, resilient Enterprise Service Bus clustered application using domain driven development approach for data extensive healthcare and financial domain applications.
* He has over 8 years of experience on UHG proprietary applications AE UPM, WMB, FF, ISET, ILEAD, Member Portal, NDB and Medicare and Retirement.
* He is the subject matter expert for claim, provider, Member, sales, agents etc. for these applications.
* He has extensive experience of developing complex data warehouse applications for healthcare domain.
* He has developed major modules for AE applications and architected, designed and developed UPM3 Framework, and associated tools and framework like MORC Framework, MINDI configuration applications, AE LogViewer, and AE SUIT, Contract Management, Foundation Framework and AE MQ Visualizer tools.
* He has developed many automation tools which are being used across the organizations.
* He has depth knowledge of these applications as well as existing US healthcare business.
* Anil has vast experience on automation and virtualization tool like CA LISA, HP QTP, Selenium, ESB appliances like IBM XI52 Data power, CA Layer 7, ETL tools like SSIS, data stage and Mongo DB, Oracle, SQL Server, TWS, etc.

No one outside the UHG has the knowledge of these applications as all these applications are proprietary of UHG. Anil has advanced knowledge of the these applications which is uncommon, noteworthy, or distinguished as compared to the knowledge of others, both inside and outside our company

Maintaining such applications and integration of new areas to these applications not only requires technical expertise but also require architecture level understanding of applications.

Combination of Technical skills and healthcare domain like Claim, member, provider and Medicare -Medicaid makes him unique.

**Describe and provide documentary evidence to show how the beneficiary’s has obtained special or advanced knowledge of a product or process by participating in its development or creation.**

Anil’s learned UHG proprietary knowledge of Application Enablement application and UHG Consumer and Provider Business application knowledge by working in 8 years in United Health Group. During his work with United Health Group he faced most of the new and existing issues while participating in Requirement walk through, System Analyst Requirements, AE Development forum, AE Development discussions, AE Consumer and Provider defect resolution calls, AE Production war room support.

Anil as a Senior Technical Architect, manage Analysis, Design, Architect and Implementation of AE systems. He transforms Business requirements received from Business Stakeholder into Technical service specifications, and then transforming Technical specifications to Service Design and Architecture. After that he is responsible for transforming Service Design into Service Development and implementation. Along with Analyst and Development responsibilities Anil is also responsible for providing Maintenance and Production Support of delivered services to Consumer and Providers.

Since his work scope is in entire Lifecycle of AE Services, so he has much more exposure to various business and technical issues and scenarios while participating in each phase of life cycle in comparison to other team member of the team whose involvement is usually in one or two phase of lifecycle. That’s way Anil has got much more deep knowledge of all the process and procedure of the application than others.

Anil gets financial compensation for providing Production support of 12 x 7 x 365 days, which reflects in his Salary slips as “Shift Allowance” and because of his specialized knowledge and extensive work scope his salary is comparatively higher than other Senior Technical Architect in the UHG India organization.

In technical terms, AE application is designed by using following technologies and framework- Spring Framework, Hibernate Framework, OSGI Framework, WMB, Mainframe, Oracle Database, Mongo DB and CA LISA Virtualization tool, IBM MQ, Java, UNIX shell scripting and WTX. Anil has proficient in all these Healthcare technology and he is only team member who is certified in most of these technologies.

In over 8 years of employment in UHG India, Anil has gained a very good understanding of UHG internal processes, relationship between various applications and tools (for e.g. MORC, MINDI, AE LogViewer, AE MQVisualizer tool, LISA virtualization tool, IBM Datapower/XI52 appliance tool, ITG deployment tool, Compuware Vantage monitoring tool, etc.) for in UHG and a deep knowledge of the all sub application and sub components of Application Enablement application. His role is also critical because he understands the functional and technical relationship between various subject areas AE application. Anil also has very good working relationship with the business users and can easily translate functional requirements into technical specifications.

To compare with other AE team members, Anil has the maximum experience with in the AE application and has complete knowledge about the application. Anil is the one who has touched all parts of the Project.

Anil has unique set of technical and functional expertise in AE UPM, Foundation Framework, AE Experience, DB Authorization Governance tool and AE WMB application. He understands the complex configuration and intricate relationship between the various application components and database attributes related to AE application.

Over his broad experience in UHG India, Anil has also gained domain knowledge related to Provider, Insurance and Claim processing. He also has a very good understanding of Agile and SDLC (System Development Life Cycle) methodology. Insurance is the complex domain and Application Enablement is a proprietary application which requires experienced Technical Engineer to understand the complex application relationship and configuration. Anil's excellent healthcare domain knowledge, analytical, design, architecture technical skills and experience have made him a Subject Matter Expert of the application.

All the above traits set him apart from other resources. And the most important aspect is the SME tasks for which we require resource, and Anil is the only one who fulfills all the requirements to perform this task.

Anil was awarded Achiever’s award, Manager Excellence award and Best Manager Technology award for his significant contributions in AE LogViewer, UPM3 Framework development and integration of UPM3 Framework with Member Portal application, Managing HPSM and making the Application 100% SLA compliant, for number of Automation work that saves huge number of working hours. No other member of the team has received such numbers of awards. This shows that Anil stands out from other Senior Technical Manager/Architects resources within the organization. Embedded in this document are scanned copies of his awards.

**Number of Employees: - Total number of employees in abroad and in the US that acquired the same knowledge of your company’s equipment, system, product, technique, research, service; and/or processes or procedures as the beneficiary and explain how the beneficiary’s knowledge is “special” or “advanced” and set apart from these employees and other employees in a similar position with in your organization and other employees in the same type of business. Provide job descriptions of those persons employed in the foreign and U.S. location who have the same position as the beneficiary’s.**

UHGIS has 3607 employee and 20 Senior Technical Architect and out of that 1 Architect (who is Anil Gogia and working as Senior Technical Architect for Commercialization initiative) in AE (Application Enablement) from India and 2 Technical Architect in US and 1 Chief Architect in US. 2 Technical Architect in US are working for Externalization on Infrastructure Design and for Cloud Design initiative. Anil Gogia is part of UHGIS and Organization has application specific Technical Architects to perform project roles and responsibilities with high quality and with good hands on experience on respected application hence Technical Architects can’t be shared in different projects. All Technical Architects are also with different set of skills to take care their Project application Design, Architects and deliverables like someone would be of Mainframe technology, someone for Healthcare Domain, someone from Java while only few of them are involved in Enterprise Service Bus and Business Process Model projects managed by different Business departments.

Out of around 20 Technical Architects who works for various projects in PEGA, Database technologies, Data ware housing technologies, Enterprise Service Bus, Business Process Model technologies managed by UHGIS at UHG India only Mr. Anil is having expert knowledge on Application Enablement, United Programming Model, Web sphere Message Broker, Foundation Framework and Medicare & retirement applications and in house developed AE tools. He is the only Technical Architect who successfully completed PAHM US Healthcare certification and various lean source and class room training of claim and provider.

Currently there are 22 resources working at Offshore (including Anil Gogia) for Application Enablement UPM, WMB, Foundation Framework, Quality Assurance and Testing, Infrastructure team applications. Out of that 7 dedicated works for United Programming Model and 4 works as shared resources.

Please find the job description of all the resources currently working in Application Enablement application.

| **Team Members Name and Title** | **# Month’s of Experience with UHG technology** | **Education Specialized Training/**  **Certifications** | **Salary Grade** | **Brief description of job duties noting unique skillset** |
| --- | --- | --- | --- | --- |
| Anvita Akhtar  Director Technologies  USA | 124 months | Master in Science(MSc)  MS(computers)  Java, J2EE, UPM | Grade 30 | She is heading entire AE UPM department, responsible for :-  a) End to end deliverable  b)Development AE Business services  c) AE integration and administrative tool  d) UPM3 Framework development  e) Quarterly based AE UPM2 and UPM3 business services for consumer applications d) Integration of UPM3 services for all existing and new United consumer and provider business applications  e) Off release development  f) 24x7x265 production support across USA and India.  She represents AE for the Organization. |
| Guoguang Chen  Mgr IT Arch  USA | 50 months | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 29 | Guoguang is working as UPM Dev Lead.  Responsible for  a) Assigning work to team members.  b) Manages delivering of AE services on time from developers.  c) Check with release management team for AE services production deployment. |
| Raini Chandra  Mgr IT  USA | 4 months | Bachelor of Science  (Computer)  Java, J2EE, AE, WESB, UPM | Grade 29 | Chandra is working as UPM Dev Lead and assigning work to team members. He recently joined UPM from WESB team.  Responsible for  a) Assigning work to team members.  b) Manages delivering of AE services on time from developers.  c) Check with release management team for AE services production deployment. |
| Doug Hassman  Apps Dev Cnslt  USA | 38 months | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 28 | Doug is working as Developer for AE Tricare services and manages task tracker. He attends SA walk thru to understand service functionality |
| Francis Adelman  Sr. Apps Devpr  USA | 14 months | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 27 | Francis is working as Senior software developer for developing AE UPM services and attends SA walk thru to understand service functionality. |
| Ann Ngo  Apps Devpr  USA | 10 months | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 26 | Ann is working as software developer. She is responsible for developing AE UPM services and attends SA walk thru to understand service functionality. |
| Fran Soifer  Apps Dev Cnslt  USA | 24 months | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 28 | Fran is working as Developer. She is responsible for developing AE UPM services and attends SA walk thru to understand service functionality. |
| Robert Rudin Jr.  Sr. Apps Devpr  USA | 12 months | Bachelor of Science  (Computer)  Java, J2EE, AE, UPM | Grade 27 | Bob is working as Senior software developer. He is responsible for AE UPM services and attends SA walk thru to understand service functionality. |
| Timothy Gallagher  Apps Dev Cnslt  USA | 1 month | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 28 | Timothy is working as Developer. He recently joined UPM and working on AE UPM Services. |
| Vetrivel Mylsami  Apps Dev Cnslt  USA | 1 month | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 28 | Vetrivel is working as Developer. He recently joined UPM and working on AE UPM Services. |
| Marsha Tangen  Apps Dev Cnslt  USA | 38 months | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 28 | Marsha is working as Developer and develops AE UPM services and attends SA walk thru to understand service functionality. |
| Xiadong Yao(Peter)  Apps Devpr  USA | 1 month | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 26 | Peter is working as developer. He is responsible for developing AE IPM services and attends SA walk thru to understand service functionality. |
| Umang Shah  Apps Dev Cnslt  USA | 2 months | Bachelor of Science  (Computer)  Java, J2EE, UPM | Grade 28 | Umang is working as developer. He is responsible for developing AE IPM services and attends SA walk thru to understand service functionality. |
| Anil Gogia  SR Tech Arch  India | 96 months | Bachelor of Medicine and Bachelor of Surgery  and  Masters in Computer Applications  Certification and Training details are given below. | Grade 28  48 K USD | Anil is working as AE Offshore head for delivering AE services from UPM, WMB, Infra Foundation Framework and Quality Assurance, Testing and Infrastructure side.  He is responsible for  a) Gathering new business requirements from SA  b) Designing, Architecting, Developing AE UPM3 services  c) Integrating other business segments with UPM3 framework  e) Making customization/enhancement in MORC framework and MINDI configuration applications  f) AEExperience Tool development AE LogViewer, AESUIT, AeMqVisualizer and DB Auth tool  g) Working as Infrastructure resource for consumer and provider applications for integrating Non prod & prod services  issue  h) Working with QA testing team for testing effort and monitoring service quality production issues |
| Romil Bajpai  Associate Lead  India | 24 months | Bachelor of Engineering | Grade 26  21 K USD | Romil work as UPM lead developer and responsible for UPM 2 service development and enhancement along with people lead. |
| Sanjay Chaudhary  Sr Software Egr  India | 44 months | Bachelor of Engineering | Grade 26  20 K USD | Sanjay work as UPM developer and responsible for UPM 2 service development and enhancement. |
| Himanshu Arora  Sr Software Egr.  India | 42 months | Bachelor of Engineering | Grade 26  16 K USD | Himanshu work as UPM developer and responsible for UPM 2 service development and enhancement. |
| Ayodhayanath Guru  Associate Lead  India | 40 months | Bachelor of Engineering | Grade 26  21 K USD | Ayodhayanath work as UPM developer and responsible for UPM 2 service development and enhancement and enhancement along with people lead And work as Task tracker developer. |
| Ugender Kokkarkonda  Technical Specs  India | 40 months | MSc (IT) | Grade 27  28 K USD | Ugender is shared resource and work as UPM developer and responsible for UPM 2 service development and enhancement And work as WESB service development. |
| Sunil Nagumalla  Technical Specs  India | 40 months | Bachelor of Engineering | Grade 27  34 K USD | Sunil is shared resource and work as UPM developer and enhancement And responsible for UPM 2 service development and work as change release manager for WESB service development. |
| Mallikharjun Vemula  Software Engineer  India | 34 months | Bachelor of Engineering | Grade 25  12 K USD | Mallikh work as Operational team member responsible for Service Deployment and Production ticket fixing. |
| Amit Puri  Software Engineer  India | 12 months | Bachelor of Engineering | Grade 25  10 K USD | Amit work as Operational team member responsible for Service Deployment and Production ticket fixing. |
| Grih Prakash Singh  Software Engineer  India | 4 months | Bachelor of Engineering | Grade 25  14 K USD | Grih Prakash work as UPM developer and responsible for UPM 2 service development and enhancement. |
| Gaurov Ojha  Software Engineer  India | 24 months | Bachelor of Engineering | Grade 25  14 K USD | Gaurov work as UPM developer and responsible for UPM 2 service development and enhancement. |

**Training Received: -**

**Letter from the beneficiary’s supervisor(s) describing the beneficiary’s training and experience with the organization abroad**

Below are Training received from United as part of On Job training and also attached other training documents which are received either as part of Education or External Vendor Trainings.

Compare of offshore team member’s training received.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Team member** | **Designation** | **Role** | **Experience** | **Qualification** | **Trainings undertaken by the team member.** |
| **Anil Gogia** | Sr. Technical Architect | Architect/SME | 96 months | Bachelor of Medicine and Surgery  Master of Computer Applications  Sun Certified Java Programmer  Sun Certified Web Component Developer  Sun Certified Business Component Developer  Certified Professional Academy of Health Care Management (PAHM)  (More details of all certificate and training mentioned in Training detail section) | Detailed list of trainings are listed above  **Technical Trainings:**  IBM Data stage Training  SpringSource Certified Professional  Sun Certified Java Programmer  Sun Certified Web Component Developer  Sun Certified Business Component Developer  US: PRPC: Virtual Training Requirements  US: PRPC: Implementation Methodologies  Spring Core Prep Training Class  EAF4J 201A: EAF4J Common Services  EAF4J 202: EAF4J Persistence Technologies  Lesson 1: Spring Overview  SOI Webinar - External  DP 201: Advanced Design Patterns  DP 101: Introduction to Design Patterns  DP 102: Design Patterns and RSA  EAF4J 206: EAF4J Security  EAF4J 103: Guide to Application Development with EAF4J  EAF4J 102: Implementation Highlights  EAF4J 101: EAF4J Architectural Overview and Features & Components  AquaLogic by Oracle  UPM - UHG India  **Functional Trainings:**  Fraud, Waste and Abuse Annual Training 2014  Safe and Secure With Me Privacy and Security Annual Training  Code of Conduct Annual Attestation  CE@Work Lesson - Fraud, Waste and Abuse Annual Training  Safe with Me Refresher - Privacy & Security Annual Training  Code of Conduct and Policy Attestation  CE@Work Lesson - Delegation of Binding Authority  Safe with Me - Privacy and Security Training  CE@Work Lesson - Fraud, Waste, and Abuse  CE@Work Lesson - Global Anti-Bribery  UnitedHealth Group Code of Conduct Attestation  Privacy and Security: You Hold the Key  UHG Privacy & Security Employee Awareness Training  CE@Work Lesson - Whistle Blowers  EI@Work Lesson - Information Security  EI@Work Lesson - Handling Sensitive Data and Electronic Media  E&I@Work Lesson - Ethics & Integrity Program Overview  EI@Work Lesson 8 - Conflicts of Interest  EI@Work Lesson 4 - Records Management Awareness  CE@Work Lesson - Protecting Company Intellectual Property  GGN - UML / Design Patterns - 2 (Command, Builder, Facade, Observer)  Behavioral Interviewing Skills  MAP - Performance Discussion & Goal Setting  The Health Care Series with Esther Nash  IT Functional Competency Overview for Managers  IT Functional Competency Overview for Employees  MAP Evaluating Performance - UHG India  Requirements & Solution Analysis Level 2 (LEGACY)  Requirements & Solution Analysis Level 1  Behavioral Interviewing Skills - UHG India  COM Release 1.0 IT Time accounting Program - Learn  United HealthGroup World AIDS Day Awareness Quiz  Dynamic Virtual Team Meetings  Transition Training  BP - UHG IT TRS Manager Approval Training  BP - UHG IT TRS Training  Are You An Expert - May'08 Quiz  Are You An Expert - Apr'08 Quiz  IT - Quality Training, Part 1 - Introduction to Continuous Improvement at UHG IT  IT - Quality Training, Part 2 - Introduction to Six Sigma  Business-Driven Development at UnitedHealth Group  MAP Online Tool for Employees  Education@Work Survey  Employee Self Service - Non US - Prior Version  EI@Work Lesson 7 - Information Security  CE@Work Lesson - Privacy Overview  E&I@Work Lesson 1 - Ethics & Integrity Program Overview |
| Sanjay Chaudhary | Senior Software Engineer | Technical | 44 months | Bachelor of Engineering | **Technical Trainings:** 1. [EAF 101: Introduction to Enterprise Application Frameworks (EAF4J, EAF4N, EAF4ESB, & EAF4M)](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  2. [EAF4J 205: EAF4J Web Services](javascript:submitAction_win0(document.win0,'ACTIVITY$8');)  3..[DP 102: Design Patterns and RSA](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  4. [DP 201: Advanced Design Patterns](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  5. [EAF4J 206: EAF4J Security](javascript:submitAction_win0(document.win0,'ACTIVITY$3');)  6. [EAF4J 203: EAF4J Web Development](javascript:submitAction_win0(document.win0,'ACTIVITY$7');)  **Functional Trainings:** 1. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  2. [Introduction to the DMAIC Process at UnitedHealth Group](javascript:submitAction_win0(document.win0,'ACTIVITY$6');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');)  [HCO - Billing Forms and Universal Codes PKT](javascript:submitAction_win0(document.win0,'ACTIVITY$0');) |
| Himanshu Arora | Senior Software Engineer | Technical | 42 months | Bachelor of Engineering | **Technical Trainings:**  1. [EAF 101: Introduction to Enterprise Application Frameworks (EAF4J, EAF4N, EAF4ESB, & EAF4M)](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  2. [EAF4J 205: EAF4J Web Services](javascript:submitAction_win0(document.win0,'ACTIVITY$8');)  **Functional Trainings:** 1. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  2. [Introduction to the DMAIC Process at UnitedHealth Group](javascript:submitAction_win0(document.win0,'ACTIVITY$6');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');) |
| Ayodhayanath Guru | Associate Lead | Technical | 40 months | Bachelor of Technology | **Technical Trainings:** 1. [EAF 101: Introduction to Enterprise Application Frameworks (EAF4J, EAF4N, EAF4ESB, & EAF4M)](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  2. [EAF4J 205: EAF4J Web Services](javascript:submitAction_win0(document.win0,'ACTIVITY$8');)  **Functional Trainings:** 1. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  2. [HCO - Introduction to Insurance and the Healthcare Industry PKT](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');)  5. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$7');) |
| Ugender Kokkarkonda | Technical Specs | Technical | 40 months | MSc (IT) | **Technical Trainings:**  1. [EAF 101: Introduction to Enterprise Application Frameworks (EAF4J, EAF4N, EAF4ESB, & EAF4M)](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  2. [EAF4J 205: EAF4J Web Services](javascript:submitAction_win0(document.win0,'ACTIVITY$8');)  **Functional Trainings:** 1. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  2. [Introduction to the DMAIC Process at UnitedHealth Group](javascript:submitAction_win0(document.win0,'ACTIVITY$6');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');) |
| Sunil Nagumalla | Technical Specs | Technical | 40 months | Bachelor of Technology | **Technical Trainings:**  1. [HP Service Manager (HPSM) Overview](javascript:submitAction_win0(document.win0,'ACTIVITY$9');)  2. [DP 101: Introduction to Design Patterns](javascript:submitAction_win0(document.win0,'ACTIVITY$7');)  3. [HYD-Android Training for Absolute Beginners (WebEx) (23-25 Sept,2013)](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  **Functional Trainings:** 1. [Fraud, Waste and Abuse Annual Training 2014](javascript:submitAction_win0(document.win0,'ACTIVITY$4');)  2. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  3. [Introduction to the DMAIC Process at UnitedHealth Group](javascript:submitAction_win0(document.win0,'ACTIVITY$6');)  4. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  5. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');)  6. [Conducting Conversations with Integrity Webinar- 24-Feb-14 (3:00 pm to 4:30 pm INST)](javascript:submitAction_win0(document.win0,'ACTIVITY$6');) |
| Mallikharjun Vemula | Software Engineer | Technical Infrastructure | 34 months |  | **Technical Trainings:**  1. [EAF 101: Introduction to Enterprise Application Frameworks (EAF4J, EAF4N, EAF4ESB, & EAF4M)](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  2. [EAF4J 205: EAF4J Web Services](javascript:submitAction_win0(document.win0,'ACTIVITY$8');)  **Functional Trainings:** 1. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  2. [Introduction to the DMAIC Process at UnitedHealth Group](javascript:submitAction_win0(document.win0,'ACTIVITY$6');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');) |
| Amit Puri | Software Engineer | Technical | 12 months | Bachelor of Engineering | **Technical Trainings:**  1. [EAF 101: Introduction to Enterprise Application Frameworks (EAF4J, EAF4N, EAF4ESB, & EAF4M)](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  2. [EAF4J 205: EAF4J Web Services](javascript:submitAction_win0(document.win0,'ACTIVITY$8');)  **Functional Trainings:** 1. [Conducting Conversations with Integrity Webinar- 24-Feb-14 (3:00 pm to 4:30 pm INST)](javascript:submitAction_win0(document.win0,'ACTIVITY$5');)  2. [Coaching CORE Overview for Employees 25th Nov 2013 (6:30 PM - 8:00 PM INST)](javascript:submitAction_win0(document.win0,'ACTIVITY$7');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');) |
| Gaurov Ojha | Software Engineer | Technical | 24 months | Bachelor of Engineering | **Technical Trainings:**  1. [EAF 101: Introduction to Enterprise Application Frameworks (EAF4J, EAF4N, EAF4ESB, & EAF4M)](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  2. [EAF4J 205: EAF4J Web Services](javascript:submitAction_win0(document.win0,'ACTIVITY$8');)  **Functional Trainings:** 1. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  2. [Introduction to the DMAIC Process at UnitedHealth Group](javascript:submitAction_win0(document.win0,'ACTIVITY$6');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');) |
| Romil Bajpai | Associate Lead | Technical | 24 months | Bachelor of Engineering | **Technical Trainings:**  1. [EAF 101: Introduction to Enterprise Application Frameworks (EAF4J, EAF4N, EAF4ESB, & EAF4M)](javascript:submitAction_win0(document.win0,'ACTIVITY$1');)  2. [EAF4J 205: EAF4J Web Services](javascript:submitAction_win0(document.win0,'ACTIVITY$8');)  **Functional Trainings:** 1. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  2. [Introduction to the DMAIC Process at UnitedHealth Group](javascript:submitAction_win0(document.win0,'ACTIVITY$6');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');) |
| Grih Prakash | Software Engineer | Technical | 3 months | Bachelor of Engineering | **Functional Trainings:** 1. [RETIRED - EI@Work Lesson - Information Security](javascript:submitAction_win0(document.win0,'ACTIVITY$0');)  2. [Introduction to the DMAIC Process at UnitedHealth Group](javascript:submitAction_win0(document.win0,'ACTIVITY$6');)  3. [RETIRED - EI@Work Lesson - Handling Sensitive Data and Electronic Media](javascript:submitAction_win0(document.win0,'ACTIVITY$2');)  4. [RETIRED CE@Work Lesson - Protecting Company Intellectual Property](javascript:submitAction_win0(document.win0,'ACTIVITY$3');) |

Training letter duly signed by his Director.



Individual Training Certificates are attached below for which he got certificate from Organization.



Proprietary Knowledge: -

* UPM3 Framework Knowledge which uses various AE Experience application tools like MORC, MINDI, AE LogViewer which all are proprietary business application Framework of United Health Group. Learning of these application, framework and tool can be possible working with United Health Group which is not known to anyone outside United Health group. In our AE department, Mr. Gogia is the only resource in AE core technical team who is working on this UPM3 Framework and has excellent understanding in every aspect. He understands very accurately AE Consumer and Provider business applications, data model and their service behavior.
* AE LogViewer tool – web tool developed by Anil to search and filter service logs from AE non-production and production server for AE services without need to login to server. This tool help in quickly and easily finding service logs for that he wrote intelligent search algorithms and without user requiring to know UNIX commands. AE SUIT tool – Group of tools required to check connectivity, logging and security of AE backend provider applications.
* AE MORC Framework - Modular OSGI Runtime Container (MORC) Framework have three main components:

a) Bridge Application: acts as a registry of all AE services available for consumer and provider business applications to consume.

b) MINDI: MORC Integration Director: - User Interface for the dynamic configuration capability in MORC.

c) Core Framework Bundles: - UHG proprietary applications build on OSGI bundles that provide base functionality: core, configuration services, unit test framework. This is required for the Bridge and MINDI applications to function. Provides Business Framework base classes, interceptors, logging, and many other framework capabilities for service development

* AE Metrics Reporting Tool - He has developed Metrics reporting tool. It is used across the UHG to keep tracking of different incident tickets opened for different applications. All information related to tickets (Incidents, problem and change) like status, assigned group, service level agreement (SLA), backlog management index (BMI) has been maintained by this tool. It is very useful to keep track of priority tickets and SLA and productivity of different projects.
* AE MQ Visualizer tool – required to check health status of legacy systems and message queues operations for Network Data Base (NDB), Common Data Base (CDB), The Online Processing System (TOPS), Cosmos claim engines.
* ICD10 Migration Testing Tool – Anil has developed testing tool to test ICD 9 to ICD 10 Migration. Across the UHG Applications undergoing for ICD 9 to ICD 10 migrations, it is very useful tool to automate the testing for Large and medium size data warehouse. Any project can use it to validate successful migration for codes.
* FTP - SFTP Migration Utility – Anil has developed a utility to migrate FTP to SFTP. Across the UHG tool is being used by different applications to migrate from FTP to SFTP

Business domain knowledge - Anil is trained claim and provider subject matter expert (SME) and has hands of knowledge of health care domain as well as AE, UPM, WMB, FF and AE Experience and M&R data applications. Due to his expertise on these systems, he has been involved in following major projects –

* ICD 10 Changes :- As a part of the healthcare reforms, Application Enablement (AE) application is undergoing major ICD 9 to ICD 10 conversion changes under the field expansion project. It is needed to have the ICD-10 codes implemented in all transactions for physician and patient encounters or patient discharges.
* Tricare Integration: United Healthcare Military & Veterans was awarded the Managed Services Support Contract for TRICARE in the West Region. The TRICARE West contract has five year duration, is worth $1.7B in revenue, brings 2.9M members to United HealthCare, and represents United HealthCare’s entry into the Department of Defense Health Care market. Application Enablement integrates TRICARE provider data from NDB. Anil Gogia role was limited to the design and development since there is a restriction that Tricare work cannot be done from offshore (non US team) member so subject matter experts for existing systems required to be at US location, so most of US team members got engaged for implementation and for integration. So Anil focused entire his efforts in UPM3, WMB and Foundation framework for commercial applications. We need Anil to with integrate UPM 3 Framework with TRICARE after completion of development of UPM3 Framework.

For his contribution in design of secure Tricare service development architecture, he was awarded with Prestigious and Honorable TRICARE “Challenge Coin” as recognition of demonstration of values and commitment in support for healthcare operations to newest beneficiary group and Recognition Certification from Chief Information Officer (CIO) John Santelli, Chief Technology Officer (CTO) Mike Connly and Chief Operating Officer (COO) Mark Duhaime.

We want him to help us in UPM3 Framework integration with TRICARE, so that our Organization can complete this work on time with quality. TRICARE work is very important and critical for us.

* UPM3 integration with Medica/PCP: Earlier this year, UHG acquired two health plans in Florida Medica and Preferred Care. Anil is working to integrate the acquisitions into UPM3 framework. He is working as Subject Matter Expert (SME) to gather requirement and later on code development. To perform this it requires estimation, analysis with business which Anil can do easily as he understands each work accurately.
* UHG wide job scheduling tool migration from autosys to Tivoli work load scheduler and FTP to SFTP migration is in process. He will be coordinating the process to smooth migration without any impact on business.
* Entera Decommission Framework: - United Health Group Entera application interacts with provider application called COSMOS, a claim engine, through a third party external tool SB/Entera Gateway, for which United Health Group is paying a hefty license fees. Anil Gogia proposed a technical approach to connect to COSMOS provider applications without going through third party tool, by which United can save a million dollar of license fees every year. This Entera Decommission Framework will be again proprietary as it will talks about connectivity approach with COSOMOS, which is again another proprietary application of United Health Group.
* Dual role of Development and Production Support: - For an application usually Development and Production support activities are performed by separate set of resources. AE has different team for development and production support at onshore. But At offshore, he is the only one from the entire AE offshore team who perform both activity AE Development and Production Support of 12 x 7 x 365 (7:00 PM CST to 7:00 AM CST) and participate all production war room during offshore day time (onshore night time) working for 8 years in both activities he got maximum exposure of AE services and learned functional and technical knowledge of AE Consumer and Provider services.

Team members other than Anil Gogia have exposure of those services and subcomponents of AE in which they get an opportunity to work upon, since most of the team members are in system ranging from 1 month to average of 3 years. Anil is the only one who has worked with all AE sub components and almost 800 + services of AE because of his maximum stay in the AE.

In Production Support you cannot be selective to support few services; one must have knowledge and exposure of all their application services. Anil works as SME of AE because of his exposure of service development, production environments and knowledge of service behavior of AE as well as Consumer and Provider services.

**Evidence of Proposed Specialized Knowledge, position in the United States**

United Health Group is currently having around 90 consumer and provider applications and their respective data warehouses/ data marts such as Galaxy, PRDS, UGAP, Oxford, Ovation, ECR, CRM, NHI and many others. AE Provider are providing healthcare analytical services across different geographical areas of United States, using those data AE process for each respective Consumer application by utilizing its Centralized Business Processing Engine. There by allowing each consumer services to just use AE business services without worrying about underlying business rules, logics and process as per compliant to federal and state laws.

Currently each consumer application fetches data from these applications and write their application specific customize Business Processing code at their application layer. This is resulting mixing of business rules and technical rules with consumer application data. Application has planned to integrate UPM3 Framework with each Consumer and Provider business application to keep all Business Rules, Logics, Process and Compliance rules in a central location and each Consumer applications refer this for processing of data received from Provider applications. This will require specialized resources who have technical as well as business knowledge of Consumer and Provider data model knowledge and work experience to work with US business Stakeholder in US to perform the necessary project tasks with in short period of time. It is difficult to get specialized resource from external market and train them on the proprietary data warehouse technology in such a short period of time.

The scope of work includes complex design change to the base application, testing across various data warehouses and implementation of system upgrades. This requires resources having knowledge in UHG Optum Insight proprietary knowledge in UPM3, AE Experience application tools like MORC, MINDI, AE LogViewer and also having advanced and specialized OSGI, Data Power, Messaging queue, WMB and Foundation Framework and Consumer and Provider application knowledge to design, integrate and perform data validation strategies.

The integration of UPM3 Framework as product along with AE tools for our customers whether internal Consumers (ISET, ILEAD, ICUE, CAMS, MYUHC etc.), Providers (NDB, TOPS, CDB, Optum Rx) applications or External like TRICARE, MEDICA requires lot of interaction with the Business Owners, Business Stakeholder, Business users who are located in the UHG head office at Plymouth, MN, USA, to showcase, understand and takes requirements and to integrate their applications.

Anil has been identified as one of the resources to work at US for UPM3 Framework integration, Migration and also to be a part of all ICD10 projects to understand the business requirements and design effective test strategy to validate data quality in Data warehouse and present Entera Decommission Framework to Business stakeholder to show case his proposal for replacing Entera. UPM3 Framework will do all claim, provider business processing for Consumer applications without writing business processing logic in each application layer. It will help to have business processing logic in a single place rather than scattered business processing rule engine across various consumer and provider applications. This replacement is critical from financial point of view as it will lead to save great $ cost what United is currently replacing to SB/Entera Gateway third party tool. Many of the project meetings will happen during US working hours and it is very difficult for Anil to attend all the calls during India late hours and gather the requirements for the projects

Anil will perform Tricare Integration with UPM 3 Framework and integration with consumer applications – ISET, ILEAD, B2B, B2C, EES and CDB, TOPS and NDB because of his vast knowledge in these Application Enablement applications, UPM3 Framework and AE tools. Currently he is the only resource in existing programs having expert knowledge about TRICARE, Medicare & Retirement. To timely complete new Integration of UPM3 with Consumer and Provider business applications, Entera Decommission Framework, Tricare initiative we need a resource who can interact with Business Analyst, architecture group, data modeler group spreading over various time zones in US and that is only possible if the resource with required skill set is available in US.

**Anil duties and comparison to other employees on the project**

| **Team Members Name and Title** | **# Month’s of Experience with UHG technology** | **Brief description of job duties noting unique skillset** |
| --- | --- | --- |
| Anvita Akhtar  Director Technologies  USA | 124 months | She is heading entire AE UPM department, responsible for :-  a) End to end deliverable  b)Development AE Business services  c) AE integration and administrative tool  d) UPM3 Framework development work and later UPM2 to UPM3 Migration  e) Quarterly based AE UPM2 and UPM3 business services for consumer applications d) Integration of UPM3 services for all existing and new United consumer and provider business applications  e) Application Enablement Off release development  f) 24x7x265 production support across USA and India.  She represents AE for the Organization. |
| Guoguang Chen  Mgr IT Arch  USA | 50 months | Guoguang is working as UPM Dev Lead.  Responsible for :-  a) Assigning work to team members.  b) Manages delivering of AE services on time from developers.  c) Check with release management team for AE services production deployment. |
| Raini Chandra  Mgr IT  USA | 4 months | Chandra is working as UPM Dev Lead and assigning work to team members. He recently joined UPM from WESB team.  Responsible for :-  a) Assigning work to team members.  b) Manages delivering of AE services on time from developers.  c) Check with release management team for AE services production deployment. |
| Doug Hassman  Apps Dev Cnslt  USA | 38 months | Doug is working as Developer for AE Tricare services and enhancement And manages task tracker. He attends SA walk thru to understand service functionality |
| Francis Adelman  Sr. Apps Devpr  USA | 14 months | Francis is working as Senior software developer for developing AE UPM services and enhancement And attends SA walk thru to understand service functionality. |
| Ann Ngo  Apps Devpr  USA | 10 months | Ann is working as software developer. She is responsible for developing AE UPM services and enhancement And attends SA walk thru to understand service functionality. |
| Fran Soifer  Apps Dev Cnslt  USA | 24 months | Fran is working as Developer. She is responsible for developing AE UPM services and enhancement And attends SA walk thru to understand service functionality. |
| Robert Rudin Jr.  Sr. Apps Devpr  USA | 12 months | Bob is working as Senior software developer. He is responsible for AE UPM services development and enhancement And attends SA walk thru to understand service functionality. |
| Timothy Gallagher  Apps Dev Cnslt  USA | 1 month | Tim is working as Developer. He recently joined UPM and working on AE UPM Services development and enhancement. |
| Vetrivel Mylsami  Apps Dev Cnslt  USA | 1 month | Vetrivel is working as Developer. He recently joined UPM and working on AE UPM Services development and enhancement. |
| Marsha Tangen  Apps Dev Cnslt  USA | 38 months | Marsha is working as Developer and develops AE UPM services and enhancement And attends SA walk thru to understand service functionality. |
| Xiadong Yao(Peter)  Apps Devpr  USA | 1 month | Peter is working as developer. He is responsible for developing AE IPM services and enhancement And attends SA walk thru to understand service functionality. |
| Umang Shah  Apps Dev Cnslt  USA | 2 months | Umang is working as developer. He is responsible for developing AE IPM services and enhancement And attends SA walk thru to understand service functionality. |
| Anil Gogia  SR Tech Arch  India | 96 months | Anil is working as AE Offshore head for delivering AE services from UPM, WMB, Infra Foundation Framework and Quality Assurance, Testing and Infrastructure side.  He is responsible for  a) Gathering new business requirements from SA  b) Designing, Architecting, Developing AE UPM3 services  c) Integrating other business segments with UPM3 framework  e) Making customization/enhancement in MORC framework and MINDI configuration applications  f) AE Experience Tool development AE LogViewer, AESUIT, AE MQ Visualizer and DB Authorization tool  g) Working as Infrastructure resource for consumer and provider applications for integrating Non prod & prod services  issue  h) Working with QA testing team for testing effort and monitoring service quality production issues  i) responsible for 12 x 7 x 365 AE applicatio support for production environment |
| Romil Bajpai  Associate Lead  India | 26 Grade | Romil work as UPM lead developer and responsible for UPM 2 service development and enhancement. |
| Sanjay Chaudhary  Sr Software Egr  India | 44 months | Sanjay work as UPM developer and responsible for UPM 2 service development and enhancement. |
| Himanshu Arora  Sr Software Egr.  India | 42 months | Himanshu work as UPM developer and responsible for UPM 2 service development and enhancement. |
| Ayodhayanath Guru  Associate Lead  India | 40 months | Ayodhayanath work as lead UPM developer and responsible for UPM 2 service development and enhancement And work as Task tracker developer. |
| Ugender Kokkarkonda  Technical Specs  India | 40 months | Ugender is shared resource and work as UPM developer and responsible for UPM 2 service development and enhancement And work as WESB service development. |
| Sunil Nagumalla  Technical Specs  India | 40 months | Sunil is shared resource and work as UPM developer and responsible for UPM 2 service development and enhancement And work as change release manager for WESB service development. |
| Mallikharjun Vemula  Software Engineer  India | 34 months | Mallikh work as Operational team member responsible for Service Deployment and Production ticket fixing. |
| Amit Puri  Software Engineer  India | 12 months | Amit work as Operational team member responsible for Service Deployment and Production ticket fixing. |
| Grih Prakash Singh  Software Engineer  India | 4 months | GrihPrakash work as UPM developer and responsible for UPM 2 service development and enhancement. |
| Gaurov Ojha  Software Engineer  India | 24 months | Gaurov work as UPM developer and responsible for UPM 2 service development and enhancement. |

**How many other employees in the U.S. work on the AE UPM application?  How is Mr. Anil Gogia different than these employees?**

No one in US is working on the UPM3 Framework, MORC Framework and MINDI configuration application and Medicare and Retirement Data applications.

One resource who was working on Medicare and Retirement project has been moved to some other strategic initiative application and right now no one from onshore working on any of these applications

Anil is the only Technical Architect in the AE team with Enterprise service Bus UPM3 Framework with Open source Gateway Initiative (OSGI) designing. And he is the only resource in the company who has hands on knowledge and proficiency in all aspects of these applications i.e. MORC Framework, MINDI configuration application, AE tools and UPM3 Framework, Web sphere Message Broker layer and Foundation Framework.

**Description of duties in the United States**

Anil Gogia has vast knowledge of AE UPM, WMB, FF, AE Experience, Governance Auth DB, Medicare and Retirement Applications. He has worked in almost all modules for these assets and acquired special domain Knowledge for these assets.

I have asked Anil to join US Team to perform following tasks –

As a part of the healthcare reforms, United Programming Model (UPM3) application is undergoing

major ICD 9 to ICD 10 conversion changes under the field expansion project. It is needed to have the ICD-10 codes implemented in all transactions for physician and patient encounters or patient.

Tricare Integration: TRICARE is the health care program for active duty U.S. military service Members, armed services retirees and their families. AE UPM3 will be integrating TRICARE provider data.

Anil will be working to integrate the acquisitions of medical and PacifiCare sales into Application Enablement.

Along with above task other tasks which he will carry out -

Clarify requirements from users for UPM3 Framework integration during U.S. business hours; ensure sufficient information is available to proceed with development. Real-time development and production support during US business hours. Assign and schedule tasks to offshore resources. Assist Project Manager in scheduling/management of support tasks based on customer-driven priorities. Coordinate with the offshore team for UPM3 Migration and implementation. Facilitate knowledge transfer to offshore resources. Coordinate estimates on all non-break/fix, non-problem-management activities.

**Technical Coordinator**

He will directly interact with the Business Stakeholders for collecting project requirement. Attending regular meetings with the customers to understand the Healthcare business requirements and transform them into technical design solutions. On daily basis he will be involve in documenting the system requirements and get it reviewed with Customer. This constitutes about 20% of work performed by him.

Provide high level estimates of the projects as per the requirements and the technical complexity after understanding the scope and impact analysis. (5 %)

Working closely with the Consumer and Provider Solution Architect, Data Modeler, Business Analysts (present at onshore) to integrate new sources. To implement this, it requires prior experience in Applications and its tools.(Requires 10 % of total efforts)

Identify opportunities to optimize the Production environment, implement monitoring, quality and validation processes to ensure data accuracy and integrity.( Requires 10 % of total efforts)

Support newly deployed code execution in production in US day time during the warranty time. The support is essential to help the Operations team take the right decision in case of any issue whether to go for quick fixes or workarounds. .(Requires 10 % of total efforts)

Support the execution of integrated consumer and provider application with UPM3 Framework by users in UAT (user acceptance test) region and he will be the primary contact for customers during User Testing. (Requires 5 % of total efforts)

**Manage Activities Between UHG India and UHG U.S. Application Leads**

He will drive the offshore team from Onshore in start of the UPM 3 Migration after completion of UPM 3 Framework with Consumer and Provider applications, work as AE for all the Subject Matter, Technical Design and Development help. (Requires 10% of total efforts) after integration of UPM3 Framework

**Serve as a Technical Liaison**

Mr. Anil will represent the UPM3 Framework integration with Consumer and Provider applications. This responsibility includes active membership in the Technical Review Board where all UPM3 integration with each specific consumer and provider business applications designs and codes, regardless of function, are reviewed for compliance with internal standards. Mr. Anil will be expected to increase the efficiency and understanding between two remote teams. (Requires 10% of total efforts)

Maintaining such applications and integration of new areas to these applications not only requires technical expertise but also require architecture level understanding of applications, Domain knowledge as well as US healthcare knowledge.

Combination of Technical skills like Open Source Gateway Initiative OSGI) Framework, Representational State Transfer (REST), Simple Object Access Protocol (SOAP) web services, Layer 7, IBM Data power/ XI52 data appliances, Mongo DB, Oracle, Message Servers, LISA virtualization, Web sphere Transformation Extender (WTX), Proprietary skills like UPM3 AE Experience application tools like MORC, MINDI, AE LogViewer and healthcare domain like Claim, member, provider and Medicare –Medicaid is require to work on these applications and it is very difficult to find all these technical and functional specialties in other technical resources.

Anil is working on Entera Decommission Framework, Tricare integration initiative, UPM3 Framework development and integration, UPM3 Migration, AE tools integration and other Application Enablement sub applications and sub components from last 96 months and has vast knowledge of these systems. He has worked on all the modules of these data ware houses and has hands on knowledge and proficiency in all aspects of these applications. He has developed many complex modules for these applications and considered as a subject matter expert for these applications. He is specialist on these applications technically and functionally.

**Training to be provided by Beneficiary in the United States: -**

Mr. Anil Gogia will be providing training to other employees in US so that team in US can carry over new development after integration of UPM3 framework, Foundation Framework with AE consumer and provider business applications. Anil will give US team member, Live practical exposure for UPM3 Framework integration and UPM2 to UPM3 Migration and AE LogViewer architect, product details and Live practical troubleshooting ways so that team can do this with no or minimal support from him and he can return to UHG India to continue his work.

Training to be provided by Anil Gogia in the United States :-

| **Product and Tool** | **Duration** |
| --- | --- |
| Overview of all AE subcomponents – UPM 2, UPM3, WMB 8, Foundation Framework 1 and 2 | 2 days |
| United Programming Model 3 Framework design, architecture and code details | 3 weeks |
| TRICARE Business knowledge and criticality of security and compliance to follow | 2 week |
| Entera Decommission Framework and one implementation case | 2 weeks |
| Open Service Gateway Initiative(OSGI) Framework | 4 days |
| MINDI Configuration application tool | 5 days |
| Feature and Use of MINDI config app in non Prod and Prod environments | 4 days |
| AE LogViewer tool design, architecture and code details | 1 week |
| Feature and Use of AE LogViewer in non Prod and Prod environments | 2 days |
| AeMQVisualizer tool design, architecture and code details | 1 week |
| Feature and Use of AeMQVisualizer in non Prod and Prod environments | 2 days |
| Topology structure of Production environment before and after UPM3 integration | 2 days |
| Use of AE LogViewer and AeMqVisualizer tool in Production war room | 1 week |
| Sharing of Business requirement specs, business model of EES Portal | 2 days |
| Integration of UPM 3 with MYUHC portal with use of all AE UPM3 tools upto production environment | 1 week |
| Sharing of Business requirement specs, business model of EES Portal | 2 days |
| Integration of UPM 3 with EES portal with use of all UPM3 tools upto production environment | 1 week |
| Sharing of Business requirement specs, business model of ISET Portal | 2 days |
| Integration of UPM 3 with ISET portal with use of all UPM3 tools upto production environment | 1 week |
| Sharing of Business requirement specs, business model of ILEAD Portal | 2 days |
| Integration of UPM 3 with ILEAD portal with use of all UPM3 tools upto production environment | 1 week |
| Sharing of Business requirement specs, business model of B2B Portal | 2 days |
| Integration of UPM 3 with B2B portal with use of all UPM3 tools upto production environment | 1 week |
| Sharing of Business requirement specs, business model of B2C Portal | 2 days |
| Integration of UPM 3 with B2C portal with use of all UPM3 tools upto production environment | 1 week |
| Sharing of Business requirement specs, business model of TOPS Portal | 2 days |
| Integration of UPM 3 with TOPS provider application with use of AEMqVisualizer upto production environment | 1 week |
| Sharing of Business requirement specs, business model of CDB Portal | 2 days |
| Integration of UPM 3 with CDB provider application with use of AEMqVisualizer upto production environment | 1 week |
| Sharing of Business requirement specs, business model of COSMOS Portal | 2 days |
| Integration of UPM 3 with COSMOS provider application with use of AEMqVisualizer upto production environment | 1 week |
| Sharing of Business requirement specs, business data model of NDB Portal | 2 days |
| Integration of UPM 3 with NDB provider application with use of AEMqVisualizer upto production environment | 1 week |
| Migration of UPM2 Services to UPM3 Framework | 2 weeks |

**Organizational Chart:-**

Below is US and India Organization Chart.





In above Organizational Chart:-

“MN USA” or “NJ USA” represents employee’s Immigration Status as US Employee and working from USA and “India” represents Immigration status as India Employee (non US employee), working from India.

T – Represent Telecommuter

C – Represent Contractual employee

Where C is not mentioned, then it means employee is Permanent (Full Time Employee) FTE



