**Detailed description evidence of Anil Gogia Specialized skills: -**

Anil Gogia is looking after the delivery of the Application Enablement program from offshore. He provides the functional oversight and technical to the offshore team. Given his knowledge on varied internal systems, his support to enterprise wide programs like UPM, WMB is very critical. He is a go to person for all the clarifications related to UPM integration with the consuming applications. This requires highly level of functional understanding of the applications that are integrated with UPM. Anil is probably the one of the few persons in the organizations who has a wide understanding of all the internal applications are integrated with UPM.

Anil Gogia is Subject Matter Expert (SME) for Application Enablement. In AE United Programming Model services needs to implement Business logic for Business Data transformation and Business Policies and Rules implementation in a generic way to compliance with State and Federal Legal laws like HIPAA, and also to protect Personal Health Information of Health Insurance Subscriber and its dependents. The security and maintenance of this application is a top priority as the AE system stores highly secure member information, including social security numbers and member demographic information. The highly proprietary and confidential information stored and flow with in AE are protected by Federal law, where any unauthorized access, use or distribution of information is strictly prohibited. As such, the system was designed and built completely within the Company, and only authorized members have access to maintain, and customize the system.

UPM (Unified Process Model)—This is a propriety application of UHG. It 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.

Anil is the Subject Matter Expert (SME), techno functional point of contact of UPM, WMB and Data power. He is well acquainted with all the internal process and tools that are developed for the application.

TRICARE is the health care program for active duty U.S. military service members, armed services retirees and their families, and is divided into three regions (North, South and West). United Healthcare Military & Veterans was awarded the Managed Services Support Contract for TRICARE in the West Region.For his contribution in design of secure Tricare service development architecture, he was awarded with “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.

Mr. Anil specialized knowledge of the AE system includes expert knowledge on ALL 12 functional modules, technically expertise, and complex system integration expertise. Below, please find an illustration of the complex AE system interaction with consumer application.

Anil Gogia is looking after the technical delivery of the Application Enablement program from offshore. He provides the technical oversight to the offshore team. Given his knowledge on varied internal systems, his support to enterprise wide programs like UPM, WMB is very critical.

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.

**Description of product, service tool, research, equipment, process, or procedure Anil Gogia uses that involves specialized knowledge.**

UPM3 Framework allows consumer and provider applications to fetch business data in contract to the business service level agreement. Following are the tools and applications which are required in UPM3 Framework. Below is UPM3 Framework architecture which talks about various tools and applications constitute UPM3 Framework.



Anil has designed and architected UPM3 integration with ODIN consumer application.

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

**AE Logger 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. (More details about this tool are provided above in previous query.)

**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 -** Modular OSGI Runtime Container (MORC) Framework composed of three main components:

**a) Bridge Application:** acts as a registry of all AE services available for consumer and provider business applications to consume. This application runs the Felix OSGI container in an application server (e.g., WebSphere). It acts as a bridge between application server HTTP threads and the OSGI container. It reflects health status of AE 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 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

**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.

**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:** TRICARE is the health care program for active duty U.S. military service members, armed services retirees and their families, and is divided into three regions (North, South and West). 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.

His role was limited to initial 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 from US citizen, 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.

For his contribution in design of secure Tricare service development architecture, he was awarded with **“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.

**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 SME to gather requirement and later on code development. It requires estimation, analysis with business

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.

**Combination of Technical skills and healthcare domain like Claim, member, provider and Medicare -Medicaid makes him unique. Other team members who are working on same applications have less experience of applications as well as in industry.**

**Description to show minimum amount of time required to obtain the knowledge including the training and actual experience accrued after the completion of training**

Anil Gogia is working on Application enablement since its inception. Anil has basically two set of skills.

1. UHG proprietary application knowledge like Application Enablement, United Programming Model - UPM3 Framework, Web sphere Message Broker(WMB), Foundation Framework, AE Experience tools like AE Logger, MORC Framework, MINDI configuration application Foundation Framework, AE MQ Visualizer
2. Technical skill set – Data power, Layer 7, Hibernate Framework, Spring Framework, DB2, Open Source Gateway Initiative (OSGI), Representational State Transfer (REST), Simple Object Access Protocol (SOAP) web services, Message queue, LISA virtualization tool, Data Stage, Web sphere Transformation Extender, SQL Server, UNIX, Mongo DB, TWS, and Autosys, Websphere Server Administration, HPSM tool and Compuware vantage and Agentless.

It will take 6-9 months for candidate with right technical skills to get train by providing intensive training on Application Enablement (AE) United Programming Model 2 and UPM 3 and Web sphere Message Broker 8 (WMB) and Foundation Framework knowledge, MORC Framework, MINDI configuration application, AE Logger, AE SUIT, AE consumer and Provider data model and AE environment and Entera service working knowledge, Provider and Claim processes.

It takes around another 9-12 months for a person to be well versed with AE system, understanding the complex business logic and independently interact with business for resolving their queries. Then candidate will reach to the level he can add value and propose estimation, design and architect solution.

In short for an experienced technical person it will take him to get trained in 15-18 months with the competency level where he can propose and start designing the system.

**Indicate and provide documentary evidence to show whether this knowledge is held by others employed by your organization or by other employers in the United States and abroad.**

Most of the Existing Application Enablement US team is 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.

Since UPM3 Framework and various applications and tools like MORC, MINDI, AELogger, Entera Decommission Framework are proprietary business application Framework of Optum. In our AE department, Mr. Gogia is the only resource in AE core technical team who is working on this framework for last 12 months and has excellent understanding in every aspect. His role is also critical because he has worked with the functional and technical side of this application

To compare Mr. Gogia with other AE team members, I’d say that he has the maximum experience and knowledge to expedite any consumer and provider integration requirement with UPM3 Framework whether it’s big or small, since it requires knowledge of the entire module of this complex application and Mr. Gogia is the only one who has worked in almost all the areas of this application.

**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.**

Anil Gogia knowledge is helping UHG competitiveness in the market place. His knowledge of the Application Enablement UPM and Foundation Framework system makes him “special”.

Anil Medical healthcare knowledge helps him to understand of Patients/Members and Providers needs and his Technical knowledge helps in implementing the system needs to Automation by developing Software. 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 Logger, 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. 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 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.

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.

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

**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 application by allowing it connect to various new and existing Business segments like Entera, Cosmos, Tops and NDB, 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 8 years 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.

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

* Anil has designed the AE Logger, 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.
* He has developed Complex Consolidation and Build Event Algorithm to integrate AE Claims Highway services and also implemented IPConfine and IPRelate logics to process Member Eligibility and Enrollment.
* 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.**

Tricare –

Internal 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.

In UPM there are several tools that are created to serve this purpose:

**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.**

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

**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.**

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

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

***Application Enablement application is proprietary systems of UHG and that is not generally known within the Company or within the industry.***

**Anil learned Application Enablement’s sub application and sub components**

**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 700 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’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. 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 10 months for someone to obtain training on the AE application and SSS processes as outlined below:

AE application’s overall Architecture (Design, Components): 2 months

AE application’s Integration with interfacing systems: 2 month

Gaining expert level knowledge on the AE technology stack: 3 months

SSS policies and procedures: 1 month

HPSM tool: 0.5 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 SSS 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 SSS 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.

Also to provide training Anil needs to be in US as webex is not effective to give all knowledge.

**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 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.

**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.**

Because of his long tenure in Application Enablement application, he has faced and resolved much more issues in comparison to other team member of the team. It helps him to resolve the issues in much quicker time than other. Also he is involved in almost every design, architecture, and development and maintenance activity of AE application and has much more deep knowledge of all the process and procedure of the application than others. 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 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. IBM Datapower/XI52, ITG, Compuware Vantage monitoring tool, LISA virtualization tool, MORC, MINDI, AELogger, AEMQVisualizer 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 Test Manager Technology award for his significant contributions in AE Logger, 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.

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