

Janus Henderson Investors
151 Detroit Street
Denver, Colorado 80206
USA
(303) 336-4000
October 02, 2019

United States Citizenship and Immigration Services

Re: PERSISTENT SYSTEMS INC.

TO WHOM IT MAY CONCERN

Further to our letter in support of **Mr. Rajasekhar Hasti**, dated July 18th, 2019, we provide this additional letter as confirmation and clarification of his ongoing project.

Pursuant to our 'Master Services Agreement' (MSA) with Persistent Systems, Persistent has been contracted to provide various services for Appian BPM Design and implementation, data migration, system analysis and programming, create application distribution containers, documentation and release planning activities, customizations, and application support.

Mr. Hasti, an employee of Persistent Systems is currently providing Appian design and implementation services, using Appian BPM Suite of tools, for an ongoing project called, 'Global Client Onboarding and Engagement' (GLOBE). The specialized and complex job duties were outlined in our previous letter dated July 18 2019 and we once again reiterate that because of the sophistication of our computer systems and software needs, our company does not hire IT consulting professionals, without the minimum of a bachelor's degree or its equivalent in computer science or a directly related IT field, with the necessary competencies/ technical skills for the requisite job. It is my understanding that all the computer software professionals, functional consultants and subject matter experts who will be assigned to our projects by Persistent will have these specific educational qualifications.

Mr. Hasti's current work order is valid until May 22nd, 2020; with the likelihood of extending the work order to keep up with our Appian development demand within the company. This is subject to our business needs, successful performance evaluations, and continuation of the Agreement between Persistent and Janus Henderson.

Mr. Hasti will continue to work on the project from our office at 151 Detroit Street, Denver, Colorado 80206 and remotely from his residence at 870 Elmsbrook Lane, Alpharetta, Georgia 30004.

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We expect Mr. Hasti to be at our office every month and he will have the following duties:

1. Participate and contribute to scrum ceremonies, including: sprint planning, sprint review, sprint retrospective meetings, daily scrum meetings, assist the Product Owner and Business Analysts in writing effective user stories, improve the quality of the backlog and estimate user stories using Planning Poker
2. Partake in reviews and sign-offs for the work completed
3. Analyse any business-critical bugs reported in the production environment with the help of system analysis tools like Appian Process Instance Monitor and provide quick turnaround so the business function is unimpeachable
4. Perform risk evaluation of production incidents and work with Product owner to prioritize incidents

Exact service dates of Mr. Hasti could change according to business analysts' availability and requirements prioritization. The projected service dates and work locations of Mr. Hasti for the duration of the ongoing SOW (through May 22nd, 2020) are provided below. I confirm that he is authorized to work remotely from his residence at 870 Elmsbrook Lane, Alpharetta, GA 30004, and that he has the necessary remote access that enables him to perform the specialized and complex job duties that have been listed in our previous letter dated July 18th, 2019.

The projected service dates (MM/dd/yyyy), which are subject to change based on overall project release priorities of Mr. Hasti for the ongoing Global Client Onboarding Engagement (GLOBE) project, will be:

Work Location: 870 Elmsbrook Lane Alpharetta GA 30004		Work Location: 151 Detroit Street Denver CO 80206	
Start Date	End Date	Start Date	End Date
07/25/2019	10/31/2019	11/01/2019	11/08/2019
11/11/2019	11/29/2019	12/02/2019	12/06/2019
12/09/2019	01/03/2020	01/06/2020	01/10/2020
01/13/2020	01/31/2020	02/03/2020	02/07/2020
02/10/2020	02/28/2020	03/02/2020	03/06/2020
03/09/2020	03/27/2020	03/30/2020	04/03/2020
04/06/2020	05/01/2020	05/04/2020	05/08/2020
05/11/2020	05/22/2020		

Thereafter, a fresh schedule will be decided, upon executing the extended SOW.

Mr. Hasti is temporarily assigned to this project by his employer, Persistent Systems, and is not employed by Janus Henderson Investors. Janus Henderson does not have right to assign Mr. Hasti to another project, location or company as part of this assignment.

Persistent Systems is solely responsible for the terms of Mr. Hasti's employment and in the performance of his duties he will continue to be managed, controlled and supervised by his own assigned Persistent Systems Manager.

Should you have any further clarifications please contact us.

Yours Truly,



Chasity Davis
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