September 16, 2019

**United States Citizenship and Immigration Services**

Re: PERSISTENT SYSTEMS INC.

TO WHOM IT MAY CONCERN

Dear Sir/ Madam

Further to our letter in support of **Mr. Rajashekhar Hasti**, dated July 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 data migration, system analysis and programming, Appian BPM Design and implementation, 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 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 the these specific educational qualifications.

Mr. Rajashekhar’s current work order is valid till \_\_\_\_, but we anticipate extending the work order for approximately 2 to 3 years, closer to the current end date. This is subject to our business needs, successful performance evaluations, and continuation of the Agreement between Persistent and Janus.

Mr. Hasti is responsible for defining a scalable and flexible Technical Architecture for the GLOBE project so as to automate but improve the efficiency of the business functions through a single digitized centralized application.

He 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. We expect him to be at our office every month for regular requirements gathering sessions, review and sign-offs for work completed. While it is not possible to provide exact dates of travel, I confirm that while he is authorized to work remotely from his residence, he will also be required to work from our office as and when it becomes necessary.

Though temporarily assigned to this project by his employer, Persistent Systems, Mr Hasti is not employed by Janus Henderson Investors and Janus Henderson does not have right to assign Mr. Hasti to another project, location, 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

Head of Workflow & Collaboration Development

Janus Henderson Investors Group PLC

151 Detroit Street

Denver, Colorado 80206

Phone: (303) 336-5030