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 18 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 the these specific educational qualifications.

Mr. Hasti’s current work order is valid till May 22 2020 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 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.

We expect Mr Hasti to be at our office every month and will be doing following duties:

1. To participate in scrum ceremonies –sprint planning, sprint review, sprint retrospective meetings, daily scrum meetings and help 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. For reviews and sign-offs for the work completed.
3. To analyse any business critical bugs reported in production environment with the help of system analysis tools like Appian Process Instance Monitor and provide a quick turnaround so 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 analyst’s availability and requirements prioritization. The projected service dates and work locations of Mr Hasti for the duration of the ongoing SOW (till May 22) are provided below. I confirm that he is authorized to work remotely from his residence-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 18 2019.

The projected service dates (MM/dd/yyyy) which are subjected to change based on overall project release priorities of Mr. Hasti’ for 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.

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

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