ICT Specialized Knowledge Questionnaire (New Request)

Associate Name: Bharanidharan Balu

Associate ID: 283806

**Instructions:**

* Please provide full sentences and as much details as possible as there will not be another opportunity to present your expertise to the Canadian Government.
* Be mindful that Global Mobility is not aware of your daily roles and responsibilities so you must present as if this were a justification for your position.
* The more specific details you provide, the faster your case will be processed and filed with the Canadian Government as well as increase your chance for approval.
* **The term PRODUCT can refer to a tool, software, framework, service or process/methodology.**
* **Please directly answer the questions in each designated area as laid out in the question format below.**
* **PLEASE DELETE THE EXAMPLES IN BLUE FONT AFTER WRITING YOUR DETAILS.**

1. How would you classify your role? This is not your designation but your actual role.

(Choose one) 🡨 Dropdown selection click “choose one”

* If “OTHER” Please specify below:

Ans: *Java Technical Lead*

1. What is your client’s name? If you work internally for Cognizant, please mention Cognizant.

Ans: *Caterpillar Inc.*

1. What is the name of the industry that the client belongs to? (For example: Insurance, Banking and Financial Services, Consumer Goods, Manufacturing etc.)

Ans: *Manufacturing*

1. Please provide the full name of your Business Unit (BU) and the date you joined this BU; no acronyms or abbreviations.

Ans. *Digital Engineering - Enterprise Engineering - Manufacturing, Logistics, Energy & Utilities (DE EE MLEU Full Stack Engineer Java Delivery), 25-Feb-2023*

1. **What is the purpose of the proposed project? More specifically, why is the client seeking our services in Canada and to fulfill what need?**

* **Please use high level laymen’s terms.**
* **Please highlight the challenges/pain points faced by the client that needs to be addressed throughout the duration of the project.**
* **Please also try to remain as non-technical and use laymen’s terms in your presentation of facts as possible as if you are speaking to someone without any technical knowledge.**
* **Please limit this to 5-6 sentences.**

\*\*\*If your proposed project in Canada is different than the current project, please notify and provide 2 separate project details below.

*The client’s team is currently engaged in extensive manual work to create and manage SAP VC Objects, a process that is complex, time-consuming and requires coordination across multiple teams. This approach results in higher costs, increase labor demands, and the potential for errors due to the complexities of collaboration. To address these challenges, the SCM Project aims to automate the creation and management of VC Objects through AWS cloud services, which offer a cost-effective and efficient solution. Notably, SCM has reduced the data load process from 2 weeks per model to just 4 hours.*

*Utilizing AWS CloudFormation templates, the project automates the setup and management of essential resources such as storages, messaging and databases, thereby minimizing costs. The implementation employs programming languages like Java and Python alongside a robust PostgreSQL database to ensure optimal performance and scalability. The primary objective of this SCM project is to simplify, accelerate, and reduce the costs associated with managing VC Objects through advanced cloud technologies. This initiative positions Caterpillar as a pioneer in the manufacturing sector by automating the VC process, enhancing customer communication regarding innovations, and streamlining order processing times.*

1. **What are YOU doing to create the solution/service? In the below table, please address: (add as many rows as necessary to provide the solutions or services we are providing for the project as well as all products designed, developed or customized for each solution or service.** 
   1. **Column 1:** What client challenges are being addressed or which enhancements are the client seeking from this client engagement? (Purpose of the engagement)
   2. **Column 2**: Name of the product **YOU** developed, designed, and/or customized for the project. If you are presenting more than one product for the solution, service, or fix, please list all here. Even if it is a client tool, what is the name of your customization/enhancement. Also, if working with a partnership product or service like SAP or AWS, please specify.
      * ***If there is more than one product, please list in order of importance.***
   3. **Column 3**: How is the Cognizant product [developed by you while with Cognizant] (tool, platform, framework, methodology, process, service, etc.) providing that service/solution to the client?

**(Without Cognizant proprietary knowledge and use, you will not qualify for a Canada Work Permit application under the Intra-Company Transferee (ICT) category).**

* 1. **Column 4**: Please mention which role you have with respect to each solution and/or product
  2. **Column 5**: Please mention who ultimately owns or will own the finalized product(s)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Solution, service or fix to be Addressed by you**  **(What problem is the client facing?)**  **Limit 1-3 sentences** | **Name of Product YOU are presenting on behalf of Cognizant**  **(What is the name of the product used to address the problem?)** | **Cognizant's Customized Solution, Service, or Fix**  **(What are you/Cognizant going to do to address the problem by using the product??)**  **Limit 1-3 sentences** | **List whether you developed, designed, customized, or used and provide the date you began. You must choose one and mention which one and date** | **Who ultimately owns this product? (Client, Cognizant, Cognizant Partner, Third Party)** |
| *Customer wants to resolve the lack of visibility and coordination among the various tools used in DevOps implementations. This often leads to bottlenecks, inefficiencies, and difficulty in measuring the return on investment (ROI) of DevOps initiatives.* | *‘Cognizant Upshift Insights Tool’* | *Bharanidharan has enhanced the Cognizant Upshift Insights tool in a large-scale cloud migration modernization project by adding more configuration options for Azure DevOps and AWS cloud services.*  *Bharanidharan created various dashboards to show the usage of code repositories and deployment pipelines for Azure DevOps using the customized version of Insights tool. This customization helped the client solution architects and DevOps engineers to easily track the activity of developers and provide valuable suggestions on time.*  *Bharanidharan updated the tool’s configuration to identify the best AWS services suitable for the different project functionality requirements and reduced the cost of implementing in different environments. The customization of this tool on the migration of legacy application to latest AWS and Azure cloud services, helps customers for accurate budgeting and improves resource planning.*  *Bharanidharan has used this tool extensively in different phases of development and deployment in project and it avoids wastage of cost by suggesting suitable serverless services. His participation in the project is necessary to the successful configuration and execution of this tool which mandates his presence onsite.* | *Customized and implemented, Oct 2023* | *Cognizant* |
| *Customer wants to have clear and up-to date documentation for complex solutions since the application is very complex and it will be tough to understand and make changes accordingly which increases the risk of errors* | *‘Cognizant UpShift ZDLC Tool’* | *Bharanidharan has enhanced the Cognizant Upshift ZDLC tool to accept Java class binary file as one of the input formats. The enhanced configuration option allows the tool to read binary format Java files and produce output with the business rules used in the project functionality. This configuration upgrade helped the users to identify and extract the rules without having actual developed code at the time of rule extraction.*  *Bharanidharan has also enhanced the tool to compare the rules extracted from legacy mainframe applications with different version of Java applications and generate comparison report. He has used this tool extensively in two large scale cloud migration projects to accurately generate the rules and document for the submission to client business analysts and get sign-off on time for higher environment deployments and production release.*  *He has implemented new patterns to identify latest version of Java syntax and methods which helps developers to easily compare developed logics with existing applications and automate their unit testing effectively.* | *Customized and implemented, Oct 2023* | *Cognizant* |
| *Customer wants to automate the VC objects creation without any manual intervention which provides high data accuracy and better order configurations* | *‘Sales Configuration Management’ product for orchestrating VC Objects* | *Bharanidharan, a highly skilled software engineer, led the development team for the SCM application, an AWS serverless solution designed to automate the creation and maintenance of VC Objects in SAP for order configurations. His leadership and technical expertise were pivotal in the project’s success.*  *Bharanidharan architected the SCM application using a serverless framework, leveraging AWS Lambda for executing backend logic using java and python in response to inbound data events. He designed the data flow using AWS Step Functions to orchestrate complex workflows, ensuring seamless integration between various AWS services.*  *He has utilized Amazon S3 for scalable storage of inbound data and intermediate processing results. For structured data storage and transactional operations, Bharanidharan implemented Amazon RDS, ensuring high availability and reliability. He also integrated Amazon DynamoDB for handling high-throughput, low-latency data access patterns, optimizing the application’s performance.*  *Bharanidharan incorporated Amazon SQS ensuring reliable message queuing and processing. He implemented AWS AppFlow for secure data transfer between SFDC and AWS, maintaining data integrity and compliance.*  *To manage sensitive information, Bharanidharan used AWS Secrets Manager, ensuring secure storage and access to credentials and API keys.*  *He enforced robust security practices, including IAM roles and policies, to control access to AWS resources.*  *Bharanidharan developed RESTful APIs using Amazon API Gateway, providing a scalable and secure interface for external systems to interact with the SCM application. He ensured the APIs were well-documented and adhered to best practices for API design and security.*  *Bharanidharan has set up comprehensive monitoring and logging using AWS CloudWatch, enabling real-time insights into application performance and operational health.*  *Bharanidharan continuously optimized the application’s performance by analyzing metrics and implementing improvements, such as reducing latency and enhancing throughput.*  *As the team lead, Bharanidharan fostered a collaborative environment, encouraging knowledge sharing and continuous learning.*  *He conducted regular code reviews, ensuring high code quality and adherence to best practices. He also coordinated with cross-functional teams, including SAP analysts and AWS architects, to align the project with business objectives and technical requirements.*  *Bharanidharan’s technical acumen and leadership were instrumental in delivering a robust, scalable, and efficient solution. His ability to integrate various AWS services and ensure seamless operation of the SCM application highlights his proficiency in cloud architecture and software development.* | *Developed July 2024* | *Client* |
| *Customer aims to convert and migrate the inbound file data from Team Center to POC Web. This will ensure accurate data is sent to the Compiler for generating combinations and commercial patterns.* | *‘POC Web’ for orchestrating product outline configuration* | *Project Planning and Architecture Design: Bharanidharan initiated the project by conducting a thorough requirements analysis to understand the data flow and integration points. He designed the system architecture, leveraging AWS's serverless services to ensure scalability and cost-efficiency.*  *He has created detailed architectural diagrams using tools like AWS Architecture Icons and Lucid chart to visualize the system components and their interactions.*  *Bharanidharan set up Amazon S3 buckets to receive and store inbound JSON files from the Team Center application to SCM.*  *He Configured S3 Event Notifications to trigger AWS Lambda functions upon file upload. He developed Lambda functions in Java to parse the JSON files, ensuring data validation and transformation before persisting it into Amazon RDS.*  *Bharanidharan provisioned an Amazon RDS instance, selecting the appropriate database engine (Amazon Aurora for its performance and scalability).*  *He has designed the database schema to efficiently store and query the parsed data. He implemented RDS Parameter Groups and Enhanced Monitoring to optimize database performance and ensure high availability. He utilized AWS Step Functions to orchestrate the application's workflow, defining state machines to manage the sequence of tasks.*  *Bharanidharan integrated AWS Lambda functions within the Step Functions to handle various processing steps, including data enrichment and business logic execution. He configured Amazon Event Bridge to handle event-driven workflows, enabling real-time processing and integration with other AWS services.*  *He established a pipeline using azure DevOps to use parallel deployment process which reduced the deployment time of SCM in respective AWS resources.*  *He utilized AWS CloudFormation to manage infrastructure as code, ensuring consistent and repeatable deployments. He conducted thorough testing, including unit tests, integration tests, and end-to-end tests, to ensure the application's reliability and performance.* | *Developed Jan 2024* | *Client* |
| *Customer wants to use the inbound files to generate the commercial patterns and combinations for the data received from Team Center file for every outline file* | *‘Compiler’ for creating combination generation, commercial pattern* | *Bharanidharan led the development of an advanced application called Compiler, designed to create CP (Commercial Patterns) and CG (Combination Generation) using inbound data for SAP Variant Configuration (VC) Objects. This application is built using Python and incorporates complex logic to handle the intricacies of SAP VC.*  *He has implemented sophisticated algorithms in Python to parse and transform the inbound data. These algorithms handle various business rules and logic required to create accurate and efficient CP and CG for SAP VC. The logic includes validation checks, data enrichment, and transformation processes to ensure the data meets SAP VC requirements.*  *He developed the configuration structure which helped in detailing the configurations that define the characteristics and dependencies of products in SAP.*  *Bharanidharan wrote Stored Procedure to group the data to structure the same logically and optimize the data results for use within SAP VC. He conducted extensive testing and profiling to ensure the application runs smoothly and efficiently, even with large datasets.*  *He ensured that the team followed best practices for code maintenance and version control, using azure DevOps. He also created documentation for the process followed by him and his team members and updated wiki respectively.*  *Bharanidharan's expertise in Python and SAP VC, combined with his leadership skills, resulted in the successful development of the Compiler application, providing a robust solution for creating and managing SAP VC objects.* | *Developed Oct 2023* | *Client* |
| *Customer wants to send the outbound generated with the combinations and commercial patterns to MACH1 as idocs in order to have the order configurations ready* | *‘iDocs’ product for creating and modifying VC Objects in SAP* | *Bharanidharan led the development of an application named IDOC Generator, which is designed to generate outbound JSON files, known as IDOCs, using orchestrated data from an Amazon RDS database. This application is built using Java and incorporates complex logic implemented through PostgreSQL stored procedures to process the orchestrated data. The generated IDOCs are then submitted to an external SAP system via IBM Integration Bus (IIB).*  *He has written business logic using PostgreSQL stored procedures. These stored procedures handle data transformation, validation, and enrichment, ensuring the data is in the correct format for IDOC generation. The logic includes handling various business rules and dependencies required for accurate IDOC creation.*  *Bharanidharan has written the code in Java, which uses the processed data to generate outbound JSON files, known as IDOCs. These IDOCs are structured according to the requirements of the external SAP system, ensuring compatibility and seamless integration.*  *He configured IIB to handle the necessary transformations and routing to ensure the IDOCs are correctly processed by SAP. The generated IDOCs are submitted to the external SAP system using IBM Integration Bus (IIB). IIB acts as a middleware, facilitating the secure and reliable transfer of IDOCs from the IDOC Generator application to SAP.*  *He has created SQS, SNS to setup the configuration and the pathway for Data Power to interact with IIB and the acknowledgement is stored in respective S3 buckets and RDS tables. He also configured the AWS state machines to handle the exceptions and errors to display in a more customized way to users.*  *He conducted extensive testing and profiling to ensure the application runs smoothly and efficiently, even with large datasets. He has created document to detail the application's architecture, logic, and usage.*  *Bharanidharan ensured that the team followed best practices for code maintenance and version control, using azure DevOps.* | *Developed Oct 2023* | *Client* |

1. **Please provide additional details about the *main product or suite of products* being presented to the client.**
   1. If you developed the product(s), how many members of the Cognizant team participated in the design and development? If there were other team members who designed and developed along with you, what makes you stand out more than the others with respect to the product(s)? Please specify for each product if there is more than one.

Ans. *5 team members contributed to the design and development of the main product, SCM. My role focused on the customization and implementation of the product on the AWS platform. Specifically, I set up Step Functions, AppFlows, API Gateways, S3, IAM, SQS, EventBridge, SNS, RDS, DynamoDB, and Secrets Manager. Additionally, I established the build and release pipeline in Azure DevOps, authored SQL scripts to create schemas, indexes, tables, types, functions, views, and stored procedures in PostgreSQL, and verified data synchronization. I was also actively involved in various phases of testing alongside the development team to ensure successful implementation.*

*What sets me apart is my comprehensive knowledge of AWS, Java, and Spring Boot, coupled with my previous experience in implementing cloud-native solutions at the enterprise level. This expertise has been instrumental in the successful deployment and customization of the product, distinguishing my contributions from those of my peers.*

* 1. If you did not develop this product(s), did you enhance or customize it and if so, when (month, year) did you work on the customization? Were you employed with Cognizant during the customization?

Ans. *For the SCM product, I have been involved since its inception in February 2023. I contributed to several iterations and successfully implemented the final product in July 2024. My responsibilities have extended to post-production support, future enhancements, and ongoing implementation. Yes, I have been employed with Cognizant throughout the entire customization process.*

* 1. Was the product(s) previously or is currently being used for North American clients? Please specify for which client.

Ans. *SCM is currently being used by Caterpillar in Manufacturing industry.*

* 1. Have you begun implementing this product(s) and if so, how many years do you have experience implementing this product(s)?

Ans*. Yes. I have begun implementing this product. Final product, I have been using it for 4 months since final product development completed in July 2024.*

* 1. If the product(s) you are presenting for the solution, service, or fix has been developed less than 12 months ago, what product(s) were you previously working on and how do these products relate to each other with respect to technology and/or specialization?

Ans. *I have been working on this product since Feb 2023, in total 1 year 9 months of experience with Cognizant, this is my first project assignment and continuing.*

1. **What is the benefit or gain that this new product/solution (tool, process, or procedure, etc.) brings to the client? This could be a revenue gain, savings, reduction in time and effort/labor.**

Please do not use exact dollar amounts, however you can provide the percentage gained or lost. Highlight that by using this product/solution, the client will see a reduction in time, manpower hours, and money (i.e., save hundreds, thousands, tens of thousands, hundreds of thousand dollars). Percentages will also work i.e., reduce savings by 25%.

Ans*.* *The traditional process of creating VC Objects typically demands substantial manpower, approximately 60 resources, and a significant time investment, often taking up to two weeks to complete a single model. However, by leveraging this SCM application, the same task can be accomplished with minimal labor and within a remarkably reduced timeframe of just four hours per model. Because of this more than 50% of resource costs have been reduced and data accuracy has been increased to 70% for order configurations. Automated deployment approach using DevOps process reduces the manual efforts to deploy the newer version. Also, from client perspective the time required to deliver data to customer has reduced from number of weeks to few hours.*

1. **Cognizant client and internal team members use. You must address each question in your response**
   1. Have other clients used this new product (tool, framework, or procedure)? Meaning have you or another Cognizant associate created this product for another client engagement?

Ans. *Currently all these products/solutions are being developed for Caterpillar users and will be used by them and their customers and not used by any other clients.*

* 1. Will this product be implemented for the client in the global marketplace, meaning, will it be used by the client located in different countries? If yes, please provide a detailed explanation highlighting the different regions.

Ans. *This project solution would help client and its customers in different regions of USA, Canada, Brazil, Thailand, Indonesia, China, UK, Japan and Europe regions. This is implemented for the benefit of client where the users can load the data and process the order configurations faster and in a better way.*

* 1. Will you be providing training to Cognizant associates on how to implement this product(s)?

Ans. *Yes, I will be conducting knowledge sharing session to Cognizant associates on how to implement and use this product*.

* 1. Will you be providing training to clients on how to use this product(s)?

Ans. *Yes, I will be providing training session to clients on how to use this product*.

* 1. Did/do you produce any training documents for Cognizant or the client?

Ans. *Yes, I have been involved in documenting the process and solution related detail to internal wiki pages and sharing knowledge of how these tools can be used in effective way to client.* *Also, I am involved in sharing knowledge of design and architecture of these solutions implementations to cognizant associates.*

1. **Please provide specific and detailed job duties to describe your role in Canada.**  For each job duty, please provide the purpose/benefit of each job duty to the project with detailed bullet points. If the job duty is using the product, please add that in the bullet.

* *Attending business meeting with Caterpillar users and other stakeholders to discuss and gather the requirements to analyze and review the requirements to provide solutions for the new product design and development in cloud infrastructure.*
* *Analyzing the requirement and providing design and solution for the new product with best architecture for building the infrastructure which meets high availability, performance, scalability, security, and cost maintenance of the resources.*
* *Working on proof of concepts and arrive at technical solutions based on POC results, proposes business solutions along with the team for the complex requirement to client.*
* *Working closely with customers for various projects to provide support for building their infrastructure and suggesting best practice for coding, cost, and security standards for their deployment.*
* *Writing Cloud Formation Template script by following customer coding standards and security and get it reviewed and reuse the script to avoid manual efforts to provision the resources and build the infrastructure in AWS cloud platform as per the business requirements.*
* *Managing end-to-end customer’s AWS cloud infrastructure for all activities which includes Administration, Development, Deployment, Migration and Support.*
* *(Product: Cognizant Upshift Insights): Customizing and enhancing Upshift Insights tool to identify the better usage of Azure DevOps and AWS cloud services. Different dashboards are going to be created based on the code repository, deployment pipeline and cloud services usage.*
* *(Product: Cognizant Upshift ZDLC): Customizing and enhancing ZDLC tool to extract the business rules from legacy applications and comparing with newly developed functionalities. The customization includes accepting different file formats and providing same type of output for better understanding and comparison.*
* *(Product: Sales Configuration Management): Create services in AWS cloud platform, setup the necessary permission to interact with the cluster internally within customer network, create the manifests file, ingress to expose the Application for end user access, API endpoint for internal application access.*
* *Administrating customer’s multiple AWS accounts in their organization to manage the infrastructure by setting up the network access and security to allow/deny internal and external traffic, grant/revoke user permissions for developers and monitor and review the billing costs.*
* *We are deploying a serverless application on AWS with multiple functionalities, using an Azure DevOps pipeline to deploy each functionality concurrently. This approach leverages AWS CloudFormation for resource provisioning, AWS Lambda for serverless computing, Amazon API Gateway for API management, Amazon S3 for storage, and AWS IAM for secure access management. By deploying in parallel, we significantly reduce deployment time and enhance efficiency.*
* *(Product: POC Web): The model configuration data, including configuration details and effectivity dates, is received in JSON format by an AWS serverless application. AWS orchestrates the generation of the expected outbound data based on effectivity date logic for POC Web. This process utilizes PostgreSQL stored procedures, Java AWS Lambdas, and AWS RDS.*
* *(Product: Compiler): AWS serverless application having compiler, developed using Python and AWS Lambda, functions as a compiler that retrieves data from AWS RDS, including characteristics, characteristic values, object dependencies, and dependency nets. It processes this data to create outbound IDocs for SAP, performing tasks such as commercial pattern recognition and combination generation.*
* *(Product: Idocs): The process of generating SAP IDocs involves using AWS Lambda functions written in Java to retrieve and transform data stored in an AWS RDS PostgreSQL database via stored procedures. The Lambda function, triggered by specific events, constructs the IDoc by mapping the data fields to the required format and handles any errors. The generated IDoc is then transmitted to the SAP system, either directly or through intermediate storage. Monitoring and logging are managed using AWS CloudWatch to ensure reliability and timely issue resolution. This setup leverages AWS’s scalability, cost-effectiveness, and flexibility for efficient IDoc generation.*
* *Coordinate with customer and other stakeholders to get the right time window for the maintenance and approval for the downtime if any and notify them in advance to plan the production activities accordingly and prepare the implementation/rollback steps to perform the maintenance activity/planned upgrades on the scheduled window in the cloud infrastructure and communicate them post maintenance to perform the health check of their application for any issues.*
* *Monitoring the application services, create reports and dashboard for management review and troubleshoot/debug issues using different tools/services such as Cloud Trail and Cloud watch.*
* *Involve in security discussions and propose solutions to handle security threat to the application. Ensures teams follow the security best practices during development and deployment. Ensures the code coverage and vulnerability scans are always at a higher level for the application code.*
* *Perform regular audit/review of the resources that are being provisioned by the developers and customers in cloud infrastructure from various departments, share the results/feedback about their resource’s usage to the respective owners for cost optimization.*
* *Draft the Architecture Diagram and document the implementation steps with detailed information in wiki as a knowledge artifact for each product designed and developed, conduct walkthrough or knowledge sharing session to the internal team on how to implement the product/tools and to customers on how to use the products.*
* *Working closely with AWS COE and technical support team as the customer has enterprise support with their cloud service providers to create cases for the ongoing issues in customer environment with right priority and attend the troubleshoot/debug session with them to get their suggestions/recommendations/findings for any issues or to implement any new solutions or to try out any new features.*
* *Attending daily status/catchup call with client and internal team to discuss the ongoing tasks, critical issues, clarify the queries, prioritize the task, pickup new task and share updates on the assigned task in the forum to work in a collaborative way as one team.*

1. Are you performing the same job functions and holding the same role outside of Canada as described above for your role in Canada? If no, please provide the job duties/ functions you will be performing in the current project.

Ans. *Yes. In the Canadian assignment, while the core job functions remain largely the same, the role will involve closer collaboration with the client, aligning with their time zone. This includes debugging, helping with any issues or queries related to the SCM project, gathering requirements, identifying challenges, and proposing best practices and potential solutions for the orchestration of the SCM application.*

1. **Please mention, if any, the number of Cognizant associates on your team who are currently in Canada working on this project**?
   1. If there are other associates, how long (in months) have the associate(s) been in Canada working on the same project?

Ans. *No*

* 1. If there are other associates, please differentiate your role to theirs.

Ans. *NA*

* 1. Are there any other associates on your team who are currently applying to relocate to Canada to work on the same project by using the same product?

Ans. *No*

* 1. If there are other associates, please differentiate your role to theirs (if applicable)

Ans. *NA*

1. How soon will you relocate to Canada after approval? (Within how many months?)

Ans. *1 month*

**DECLARATION PAGE**

**Associate**

*You must sign below. It can be either your* ***digital*** *signature, or you can print the last page, sign it, scan it, and share it with us together with the completed questionnaire.*

I **Bharanidharan Balu**, affirm that all the information provided in this questionnaire is true and accurate.

A close up of a sign

Description automatically generated

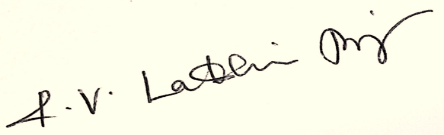
|  |  |
| --- | --- |
| **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | 23-Oct-2024 **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| Signature | Date |

**DECLARATION**

**Current Manager**

*You must sign below. It can be either your* ***digital*** *signature, or you can print the last page, sign it, scan it, and share it with us together with the completed questionnaire.* *Please note that all statements provided to Global Mobility must be True, Accurate, and Correct as we will in turn, provide these details to the government.  If you approve information that is later determined to be untrue, not only will the associate be subject to* ***disciplinary actions*** *but so will you as the approving manager.*

I **Lakshmi Priya R V**, affirm that all the information provided in this questionnaire is true and accurate.



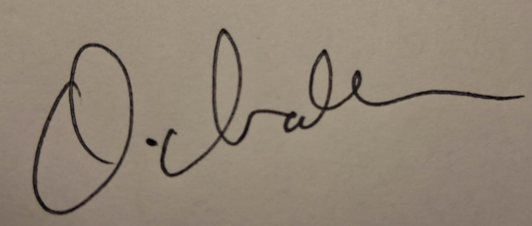
|  |  |
| --- | --- |
| **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | 23-Oct-2024 **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| Signature | Date |

**DECLARATION**

**Proposed Manager**

*You must sign below. It can be either your* ***digital*** *signature, or you can print the last page, sign it, scan it, and share it with us together with the completed questionnaire. Please note that all statements provided to Global Mobility must be True, Accurate, and Correct as we will in turn, provide these details to the government.  If you approve information that is later determined to be untrue, not only will the associate be subject to* ***disciplinary actions*** *but so will you as the approving manager.*

I **Vaidhyanathan Venkatraman**, affirm that all the information provided in this questionnaire is true and accurate.



|  |  |
| --- | --- |
| **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | 23-Oct-2024 **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| Signature | Date |