![Capgemini logo]

Capgemini America, Inc.
333 West Wacker Drive, Suite 300
Chicago, Illinois 60606
Tel: 1(312)395-5000
www.capgemini.com

May 25, 2024

United States Citizenship and Immigration Services
Attn: I-129 Petition – H-1B Classification

Dear Sir or Madam:

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, cloud and data, combined with its deep industry expertise and partner ecosystem. On a global basis at the end of 2023, Capgemini has global revenues of approximately USD $24.2 Billion. Domestically, the main North America entities Capgemini America, Inc., Capgemini Solutions Canada Inc., and Capgemini Canada, Inc. employ nearly 18,000 (consolidated) professionals and gross over $7 billion annually.

Capgemini is driven by the conviction that the business value of technology comes from and through people. In 2024, Capgemini has been recognized as one of the World's Most Ethical Companies by the Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices. This is Capgemini's 12th consecutive year being recognized for its commitment to ethical business practices and we are one of only five honorees in the Consulting Services industry. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future.

We are submitting this letter in support of Basant Kumar Singh's H1B application.

Basant Kumar Singh will be assigned to perform work as a Programmer/ Developer 3 with our client – Discover Financial Services. Furthermore, Basant Kumar Singh is expected to perform the professional job duties outlined in the accompanying petition in furtherance of Capgemini's performance of its contractual obligations to the client.

While working at the client location, Basant Kumar Singh will report to a Capgemini Manager who will be supervising and controlling Basant Kumar Singh's day-to-day work. The Beneficiary's Capgemini Manager will be directly responsible for assigning work to the Beneficiary, monitoring and approving the Beneficiary's work products, administering time and pay, and assessing the Beneficiary's performance. As the employer, Capgemini will at all times, retain and exercise ultimate supervision and control over the Beneficiary as the employer as described below. The client or its customers will not have the authority to control the Beneficiary's work, nor will they

have the authority to assign the Beneficiary to a different employer or different client or to contract out the Beneficiary's services. Further, Capgemini is not and will not serve as an agent or job placement agency for the client and there will not be a vendor through whom the beneficiary's services will be provided to the client; rather, Capgemini will serve as the actual employer of the beneficiary, and, as such, will have ultimate control and supervision over their work and daily activities.

As a Capgemini Supervisor, Rahul Vasta**,** I can confirm that Basant Kumar Singh's professional services are expected to be valuable to Capgemini's ability to fulfil its contractual obligations to the end-client.

JOB DESCRIPTION: While working on this project, Basant Kumar Singh will perform the following professional activities:

Job Description	Percentage of Time
Project Management • Oversee the project team, ensuring they worked effectively and collaboratively to achieve project goals. This involved considering interdependencies and resource allocation to ensure alignment with the organization's strategic objectives. • Monitored project progress, tracked key performance indicators (KPIs), and ensured the project stayed on course. • Managed risks and issues proactively identified potential problems and implemented mitigation strategies. • Ensured adherence to quality standards and industry regulations. • Resolved escalated issues and conflicts within the project. • Communicated with stakeholders, including providing status updates and addressing concerns. • Tracked project KPIs (cost, schedule, scope) for performance assessment and decision-making. • Acted as a servant leader, removing obstacles, and facilitating team goal achievement. • Collaborated with DevOps teams to streamline deployment processes and implement CI/CD practices. • Ensured project compliance with industry-specific standards. • Managed security patching activities to maintain software and infrastructure security. • Led change management processes with a focus on documentation and controlled implementation. • Maintained effective stakeholder communication, emphasizing compliance and security importance, and addressing concerns. • Prepares project status reports and keeps management, clients, and other stakeholders, informed of project status and related issues.	30
Technical Role and Responsibilities • Identifying the job failure related to connectivity, Space issue, System issue, accidental kick off and analyze root cause and fix the issue in production. • As a member of the project team, conducts research, data analysis, and implementation for consulting projects. • Perform RTAU, BOOMI, DN Fraud and WMB component enhancements using spring boot, AWS, Spring Batch, Shell Scripting and STS.	25

- Implementation plan execution ownership for any planned upgrades/Software installs, monitor all critical applications and ensure that the batch completes on time and all the applications are up and running. - Responsible for assisting the external vendors, merchants, acquirers, issuers as-well-as internal Discover teams on issues identified during testing and making them agree on a resolution in terms of supporting the Discover from both an operational and technical perspective.	
- Is responsible for unit testing, contributing to integration testing, and/or the design and delivery of end-user training. Completes implementation tasks leveraging proficiency in GitHub, Jenkins, and GitHub. - Creating high level design and impact analysis document discussion with architectural team, ensure the smooth and efficient system performance for all infrastructure as well as application changes in RTAU, BOOMI and WMB area. - Support Disaster Recovery exercises, Network/hardware upgrades. - As a member of the project team, conducts research, data analysis, and implementation for consulting projects. - Develop technical documentation and project manuals for enhancements.	20
Production Support and Maintenance Responsibilities - Functional and methodological capabilities in testing and training DFS specific tools like ServiceNow, Postman, STS, SecureCRT, AppDynamics etc. - Proactively monitor the incident and job monitoring systems to identify delay with critical applications and take required corrective actions. - For delay due to production system issues like infrastructure/network down, raised with concerned teams and resolve issues. - Demonstrates progressing skills in building solutions and in optimizing and improving a client's applications and systems. Worked closely with system architects and SME's to assists with research and data analysis for consulting projects. - Monitoring Monthly and weekly jobs, long running instances. - Keeping jobs on Hold/Release as per weekly maintenance activities on business request.	15
Level of Client Contact and responsibilities - Initiates and maintains client relationships. - Conduct daily stand-up meetings with the team to provide them updates about the issue in production and statistics for the current health of the Production environment. Responsible to provide Postproduction validation of the changes done in the critical processing. - Responsible to have weekly contact with the Discover Project Manager (Client) to update status on the multiple systems that he will be handling. - Responsible to involve the Discover Project Manager (Client) on ad hoc basis for any issues or critical issues which can impact the service line agreement of Discover Financial services. With external service provider as well as information being send out to credit bureaus.	10

As the duties Basant Kumar Singh will perform are so specialized and complex, we require the employees have a minimum of a Bachelor's degree or its equivalent in Computer Science or related field.

Please note, based upon our company's sound business projections, Basant Kumar Singh is expected to be assigned to Discover Financial Services project to perform work at the following address(es) during the duration of the requested H-1B period:

Location(s):

Client Location:
2500 Lake Cook Rd, Riverwoods, Illinois 60015

Capgemini Location:
333 West Wacker Drive, Ste 300, Chicago, Illinois 60606

Capgemini confirms that while the Beneficiary may be routinely assigned to work at specific client projects, the Beneficiary's employment with Capgemini as a Programmer/ Developer 3 is not tied to a particular client or a particular project. Instead, Capgemini has an ongoing need for the Beneficiary and for Programmer/ Developer 3 employees like the Beneficiary and maintain a staff of professional, experienced Programmer/ Developer 3 in order to meet our current and future business needs. The company hires employees with the intention of providing career opportunity and growth – an example of this is Capgemini's performance review process as well as Basant Kumar Singh career with the company. Basant Kumar Singh has been an employee of Capgemini since 2012 taking on progressively more complex and responsible roles.

Like other Capgemini employees, Basant Kumar Singh will be reporting and working directly under the supervision of a Capgemini manager, specifically Rahul Vasta, Portfolio Manager, who will be directly responsible for providing Basant Kumar Singh access to the work locations and systems, assigning work, monitoring and approving work products, administering time and pay, and assessing performance. Basant Kumar Singh will at all times during their employment report to and work directly under the supervision of Capgemini management. Capgemini has the sole authority to hire, fire, promote and otherwise set the terms and conditions of Basant Kumar Singh's employment.

Basant Kumar Singh is not currently scheduled to be assigned to any other worksite locations, and as stated above, the client will not have the authority to assign Basant Kumar Singh to another project or worksite location.

Basant Kumar Singh is eligible for usual corporate benefits such as health insurance, paid vacation, etc. (please see attached benefits information). Basant Kumar Singh is uniquely well qualified for continuing the position of Programmer/ Developer 3 with Capgemini.

For the foregoing reasons, we respectfully request approval of the enclosed H-1B petition.

Sincerely,

DocuSigned by:

DA9A82E761E14F4...

Rahul Vasta
Portfolio Manager

Capgemini America, Inc.