

ORIGIN ID: CHIA
IAS TEAM
CAPGEMINI
333 W WACKER DRIVE
SUITE 300
CHICAGO, IL 60606
UNITED STATES US

(312) 395-5000

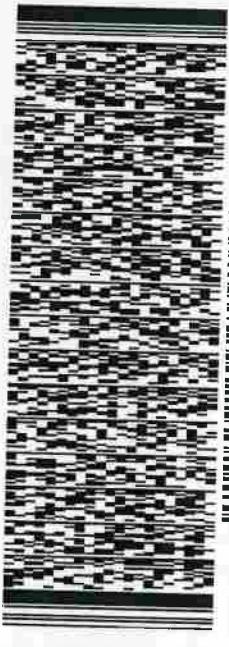
SHIP DATE: 12 JUN 24
ACT WT/G: 1.00 LB
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BILL SENDER

TO: **ATTN: I-129 H-1B (BOX 8877)**
USCIS-CHICAGO
131 S. DEARBORN ST.
3RD FLOOR
CHICAGO IL 60603
(800) 375-5283
PO: INV:

REF: 100234631

DEPT: BASANTSINGH



79 CHIA

TRK# 0201
7768 2762 1235

THU - 13 JUN
PRIORITY OVE

IL-US

AMERICA INC.
DRIVE SUITE 300
GO, IL 60606

106549

5/20/2024

70-2328/719 IL

DATE

AND SECURITY CITIZENSHIP AND IMMIGRATION SERVICES

\$ 1,500.00

108902

70-2328/719 IL

5/30/2024

DATE

AND SECURITY CITIZENSHIP AND IMMIGRATION SERVICES

\$ 600.00

DOLLARS

AMERICA INC.
DRIVE SUITE 300
IL 60606

107036

5/21/2024

70-2328/719 IL

DATE

AND SECURITY CITIZENSHIP AND IMMIGRATION SERVICES

\$ 500.00

DOLLARS

BANK OF AMERICA

Controlled Disbursement
Northbrook Illinois

FOR

PAY TO THE ORDER OF **Seven Hundred Eighty Dollars and 00/100**

TO THE ORDER OF
Basant

108498

70-2328/719 IL

CAPGEMINI AMERICA INC.
333 W WALKER DRIVE SUITE 300
CHICAGO, IL 60606

THIS NOTICE DOES NOT GRANT ANY IMMIGRATION STATUS OR BENEFIT.



Beneficiary Confirmation Number 2025-35ce-a1e9-82a8		Case Type H-1BR - H1B REGISTRATION
Received Date 03/19/2024	Priority Date	Prospective Petitioner Capgemini America, Inc.
Notice Date 03/28/2024	Page 1 of 2	Beneficiary SINGH, BASANT KUMAR
Capgemini America, Inc. 333 W WACKER DR STE 300 CHICAGO IL 60606		Notice Type: Registration Selection

Your company, Capgemini America, Inc. , with an Employer Identification Number of 222575929, submitted a registration on behalf of SINGH, BASANT KUMAR (Date of Birth: 06/25/1989) for possible selection toward the FY2025 H-1B numerical cap projections.

The beneficiary of this registration was selected. The Beneficiary Confirmation Number for this registration is 2025-35ce-a1e9-82a8.

The beneficiary of this registration was selected toward the number projected as needed to reach the **congressionally mandated cap (regular cap)**. Based on this selection, your company is eligible to file a corresponding H-1B petition between **04/01/2024** and **06/30/2024** at the following location:

Please see the "Direct Filing Addresses for Form I-129, Petition for a Nonimmigrant Worker" webpage (<https://www.uscis.gov/i-129-addresses>) for the appropriate location and address at which to file your paper Form I-129, Petition for a Nonimmigrant Worker.

Your petition may also be filed online at my.uscis.gov.

You must include a copy of this selection notice with your petition.

This notice is only valid for the FY2025 H-1B numerical allocations and for the company and beneficiary named below:

Company: Capgemini America, Inc.
D/B/A:
EIN: 222575929
Beneficiary: SINGH, BASANT KUMAR
DOB: 06/25/1989
Passport/Travel Document Number: P8742495

Your company may not substitute the beneficiary named in the registration or transfer the registration to another petitioner. If you file an H-1B cap-subject petition for a different beneficiary than the one identified in the selected registration notice submitted with the petition, the H-1B cap-subject petition will be denied or rejected.

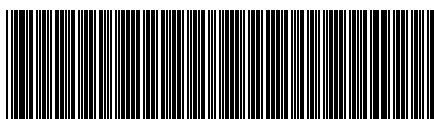
USCIS will deny or reject the H-1B cap-subject petition if it is not properly filed within the filing period indicated above and at the correct location.

Ensure that any information provided during the electronic registration process matches the information provided on the petition. If any information does not match, you should provide an explanation with your petition and supporting documentation as to why there was a change or why the information does not match. If information on the registration and petition does not match, USCIS may reject or deny the petition.

For additional information regarding the H-1B numerical cap, and exemptions from the numerical cap, please visit the USCIS website.

Information concerning USCIS forms and filing instructions is available from the USCIS Forms Request Line, 1-800-870-3676 (Toll Free), or on the USCIS internet website at www.uscis.gov.

USCIS Contact Center: www.uscis.gov/contactcenter



If you are visiting a field office and need directions, including public transportation directions, please see www.uscis.gov/fieldoffices for more information.



Notice for People with Disabilities

To request a disability accommodation:

Go to uscis.gov/accommodations to make your request online, or

Call the USCIS Contact Center at 800-375-5283 (TTY 800-767-1833) for help in English or Spanish. Asylum and NACARA 203 applicants must call to make their request.

If you need a sign language interpreter, make your request as soon as you receive your appointment notice. The more advance notice we have of your accommodation request, the better prepared we can be and less likely we will need to reschedule your appointment. For more information about accommodations, visit uscis.gov/accommodationsinfo.



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

May 29, 2024

USCIS
Attn: I-129 H-1B (Box 88777)
131 S. Dearborn St., 3rd Floor
Chicago, IL 60603-5517

Re: I-129 Petition – H-1B Classification

Petitioner: Capgemini America, Inc.

Beneficiary: Basant Kumar Singh

Dear Sir or Madam:

Enclosed please find the following documentation for the H-1B Petition of Capgemini America, Inc. on behalf of Mr. Basant Kumar Singh.

1. Form I-129, Petition for a Non-Immigrant Worker and H Classification Supplement with appropriate filing fees.
2. H-1B Data Collection and Filing Fee Exemption Supplement.
3. Certified Labor Condition Application.
4. Company Letter of Support.
5. Exhibit 1: Copy of Beneficiary's degrees, transcripts and Educational Credentials Evaluation
6. Exhibit 2: Itinerary of Services
7. Exhibit 3: Supervisory letter
8. Exhibit 4: Copy of the Client Contractual Documents
9. Exhibit 5: Copy of Beneficiary's Passport

We respectfully request your approval of the enclosed H-1B petition. Should you require additional information regarding the above referenced matters, please do not hesitate to contact **Capgemini's International Mobility - Americas Team** at **+1 (312) 395-5000**.

Thank you,

Jean Taylor
Authorized Signatory



Petition for a Nonimmigrant Worker

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-129
OMB No. 1615-0009
Expires 02/28/2027

For USCIS Use Only	Receipt	Partial Approval (explain)	Action Block
Class: _____ No. of Workers: _____ Job Code: _____ Validity Dates: _____ From: _____ To: _____	<input type="checkbox"/> Classification Approved <input type="checkbox"/> Consulate/POE/PFI Notified At: _____ <input type="checkbox"/> Extension Granted <input type="checkbox"/> COS/Extension Granted		

► START HERE - Type or print in black ink.

Part 1. Petitioner Information

If you are an individual filing this petition, complete **Item Number 1**. If you are a company or an organization filing this petition, complete **Item Number 2**.

1. Legal Name of Individual Petitioner

Family Name (Last Name)

Given Name (First Name)

Middle Name

2. Company or Organization Name

Capgemini America, Inc.

3. Mailing Address of Individual, Company or Organization

[\(USPS ZIP Code Lookup\)](#)

In Care Of Name

Jean Taylor

Street Number and Name

333 W WACKER DR

Apt. Ste. Flr. Number

 300

City or Town

Chicago

State

IL

ZIP Code

60606

Province

N/A

Postal Code

N/A

Country

USA

4. Contact Information

Daytime Telephone Number

(312) 395-5000

Mobile Telephone Number

N/A

Email Address (if any)

naimmigration.nar@capgemini.com

Other Information

5. Federal Employer Identification Number (FEIN)

► 22-2575929

6. Are you a nonprofit organized as tax exempt or a governmental research organization?

Yes No



Part 1. Petitioner Information (continued)

7. Individual IRS Tax Number 8. U.S. Social Security Number (if any)

►

►

Part 2. Information About This Petition

1. Requested Nonimmigrant Classification (Write classification symbol): H-1B

2. Basis for Classification (select **only one** box):

- a. New employment.
- b. Continuation of previously approved employment without change with the same employer.
- c. Change in previously approved employment.
- d. New concurrent employment.
- e. Change of employer.
- f. Amended petition.

3. Provide the most recent petition/application receipt number for the beneficiary. If none exists, indicate "None."

► N O N E

4. Requested Action (select **only one** box):

- a. Notify the office in **Part 4.** so each beneficiary can obtain a visa or be admitted. (NOTE: A petition is not required for E-1, E-2, E-3, H-1B1 Chile/Singapore, or TN visa beneficiaries.)
- b. Change the status and extend the stay of each beneficiary because the beneficiary(ies) is/are now in the United States in another status (see instructions for limitations). This is available only when you check "New Employment" in **Item Number 2.**, above.
- c. Extend the stay of each beneficiary because the beneficiary(ies) now hold(s) this status.
- d. Amend the stay of each beneficiary because the beneficiary(ies) now hold(s) this status.
- e. Extend the status of a nonimmigrant classification based on a free trade agreement. (See Trade Agreement Supplement to Form I-129 for TN and H-1B1.)
- f. Change status to a nonimmigrant classification based on a free trade agreement. (See Trade Agreement Supplement to Form I-129 for TN and H-1B1.)

5. Total number of workers included in this petition. (See instructions relating to when more than one worker can be included.)

► 1

Part 3. Beneficiary Information (Information about the beneficiary/beneficiaries you are filing for. Complete the blocks below. Use the Attachment-1 sheet to name each beneficiary included in this petition.)

1. Type of Beneficiaries Requested (select **only one** box) Named Unnamed (for H-2A or H-2B petitions only)

2. If an Entertainment Group, Provide the Group Name

N/A

3. Provide Name of Beneficiary

Family Name (Last Name)

Singh

Given Name (First Name)

Basant Kumar

Middle Name



Part 3. Beneficiary Information (Information about the beneficiary/beneficiaries you are filing for. Complete the blocks below. Use the Attachment-1 sheet to name each beneficiary included in this petition.) (continued)

4. Provide all other names the beneficiary has used. Include nicknames, aliases, maiden name, and names from all previous marriages.

Family Name (Last Name)

Given Name (First Name)

Middle Name

5. Other Information

Date of birth (mm/dd/yyyy)

06/25/1989

Gender

Male Female

U.S. Social Security Number (if any)

►									
---	--	--	--	--	--	--	--	--	--

Alien Registration Number (A-Number)

► A-									
------	--	--	--	--	--	--	--	--	--

Country of Birth

India

Province of Birth

Bihar

Country of Citizenship or Nationality

Indian

6. If the beneficiary is in the United States, complete the following:

Date of Last Arrival (mm/dd/yyyy)

--

I-94 Arrival-Departure Record Number

►									
---	--	--	--	--	--	--	--	--	--

Passport or Travel Document Number

P8742495

Date Passport or Travel Document Issued (mm/dd/yyyy)

--

Date Passport or Travel Document Expires (mm/dd/yyyy)

--

Passport or Travel Document Country of Issuance

--

Current Nonimmigrant Status

--

Date Status Expires or D/S (mm/dd/yyyy)

--

Student and Exchange Visitor Information System (SEVIS) Number (if any)

N/A

Employment Authorization Document (EAD) Number (if any)

N/A

7. Current Residential U.S. Address (if applicable) (do not list a P.O. Box)

Street Number and Name

--

Apt. Ste. Flr. Number

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
--------------------------	--------------------------	--------------------------	--

City or Town

--

State

	▼	
--	---	--

ZIP Code

Part 4. Processing Information

1. If a beneficiary or beneficiaries named in **Part 3.** is/are outside the United States, or a requested extension of stay or change of status cannot be granted, state the U.S. Consulate or inspection facility you want notified if this petition is approved.

a. **Type of Office** (select only one box): Consulate Pre-flight inspection Port of Entry

b. **Office Address (City)**

Mumbai

c. **U.S. State or Foreign Country**

India



Part 4. Processing Information (continued)

d. Beneficiary's Foreign Address

Street Number and Name Kamaldeep Apartment Plot no 82 Near Nutan school Sector 20 Krishnanagar Chinchwad	Apt.Ste. Flr. Number <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 2	
City or Town Pune	State Maharashtra	
Province Maharashtra	Postal Code 411019	Country India

2. Does each person in this petition have a valid passport? Yes No. If no, go to **Part 9.** and type or print your explanation.
3. Are you filing any other petitions with this one?
 Yes. If yes, how many? ► No
4. Are you filing any applications for replacement/initial I-94, Arrival-Departure Records with this petition? Note that if the beneficiary was issued an electronic Form I-94 by CBP when he/she was admitted to the United States at an air or sea port, he/she may be able to obtain the Form I-94 from the CBP Website at www.cbp.gov/i94 instead of filing an application for a replacement/initial I-94.
 Yes. If yes, how many? ► No
5. Are you filing any applications for dependents with this petition?
 Yes. If yes, how many? ► No
6. Is any beneficiary in this petition in removal proceedings?
 Yes. If yes, proceed to **Part 9.** and list the beneficiary's(ies) name(s). No
7. Have you ever filed an immigrant petition for any beneficiary in this petition?
 Yes. If yes, how many? ► No
8. Did you indicate you were filing a new petition in **Part 2.?**
 Yes. If yes, answer the questions below. No. If no, proceed to **Item Number 9.**
- a. Has any beneficiary in this petition ever been given the classification you are now requesting within the last seven years?
 Yes. If yes, proceed to **Part 9.** and type or print your explanation. No
- b. Has any beneficiary in this petition ever been denied the classification you are now requesting within the last seven years?
 Yes. If yes, proceed to **Part 9.** and type or print your explanation. No
9. Have you ever previously filed a nonimmigrant petition for this beneficiary?
 Yes. If yes, proceed to **Part 9.** and type or print your explanation. No
10. If you are filing for an entertainment group, has any beneficiary in this petition not been with the group for at least one year?
 Yes. If yes, proceed to **Part 9.** and type or print your explanation. No
- 11.a. Has any beneficiary in this petition ever been a J-1 exchange visitor or J-2 dependent of a J-1 exchange visitor?
 Yes. If yes, proceed to **Item Number 11.b.** No
- 11.b. If you checked yes in **Item Number 11.a.**, provide the dates the beneficiary maintained status as a J-1 exchange visitor or J-2 dependent. Also, provide evidence of this status by attaching a copy of either a DS-2019, Certificate of Eligibility for Exchange Visitor (J-1) Status, a Form IAP-66, or a copy of the passport that includes the J visa stamp.
 N/A



Part 5. Basic Information About the Proposed Employment and Employer

Attach the Form I-129 supplement relevant to the classification of the worker(s) you are requesting.

1. Job Title	2. LCA or ETA Case Number
Programmer/ Developer 3	I-200-24146-037998
3. Address where the beneficiary(ies) will work if different from address in Part 1 .	
Street Number and Name	Apt. Ste. Flr. Number
2500 Lake Cook Rd	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
City or Town	State ZIP Code
Riverwoods	IL <input type="button" value="▼"/> 60015
4. Did you include an itinerary with the petition?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Will the beneficiary(ies) work for you off-site at another company or organization's location?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Will the beneficiary(ies) work exclusively in the Commonwealth of the Northern Mariana Islands (CNMI)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
7. Is this a full-time position?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. If the answer to Item Number 7. is no, how many hours per week for the position?	► N/A
9. Wages: \$ <input type="text" value="110000.00"/>	per (Specify hour, week, month, or year)
	► Year
10. Other Compensation (Explain)	Standard company benefits and insurance.
11. Dates of intended employment From: (mm/dd/yyyy)	<input type="text" value="10/01/2024"/>
	To: (mm/dd/yyyy) <input type="text" value="09/30/2027"/>
12. Type of Business	13. Year Established
IT Consulting	<input type="text" value="1984"/>
14. Current Number of Employees in the United States	
<input type="text" value="~15,900"/>	
15. Do you currently employ a total of 25 or fewer full-time equivalent employees in the United States, including all affiliates or subsidiaries of this company/organization?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
16. Gross Annual Income	
\$6.479 Billion	
17. Net Annual Income	
\$348 Million	



Part 6. Certification Regarding the Release of Controlled Technology or Technical Data to Foreign Persons in the United States

(This section of the form is required only for H-1B, H-1B1 Chile/Singapore, L-1, and O-1A petitions. It is not required for any other classifications. Please review the Form I-129 General Filing Instructions before completing this section.)

Select Item Number 1. or Item Number 2. as appropriate. DO NOT select both boxes.

With respect to the technology or technical data the petitioner will release or otherwise provide access to the beneficiary, the petitioner certifies that it has reviewed the Export Administration Regulations (EAR) and the International Traffic in Arms Regulations (ITAR) and has determined that:

1. A license is not required from either the U.S. Department of Commerce or the U.S. Department of State to release such technology or technical data to the foreign person; or
2. A license is required from the U.S. Department of Commerce and/or the U.S. Department of State to release such technology or technical data to the beneficiary and the petitioner will prevent access to the controlled technology or technical data by the beneficiary until and unless the petitioner has received the required license or other authorization to release it to the beneficiary.

Part 7. Declaration, Signature, and Contact Information of Petitioner or Authorized Signatory (Read the information on penalties in the instructions before completing this section.)

Copies of any documents submitted are exact photocopies of unaltered, original documents, and I understand that, as the petitioner, I may be required to submit original documents to U.S. Citizenship and Immigration Services (USCIS) at a later date.

I authorize the release of any information from my records, or from the petitioning organization's records that USCIS needs to determine eligibility for the immigration benefit sought. I recognize the authority of USCIS to conduct audits of this petition using publicly available open source information. I also recognize that any supporting evidence submitted in support of this petition may be verified by USCIS through any means determined appropriate by USCIS, including but not limited to, on-site compliance reviews.

If filing this petition on behalf of an organization, I certify that I am authorized to do so by the organization.

I certify, under penalty of perjury, that I have reviewed this petition and that all of the information contained in the petition, including all responses to specific questions, and in the supporting documents, is complete, true, and correct.

1. Name and Title of Authorized Signatory

Family Name (Last Name)

Taylor

Given Name (First Name)

Jean

Title

Authorized Signatory

2. Signature and Date

Signature of Authorized Signatory



Jean Taylor

Date of Signature (mm/dd/yyyy)

06/04/2024

3. Signatory's Contact Information

Daytime Telephone Number

(312) 395-5000

Email Address (if any)

naimmigration.nar@capgemini.com

NOTE: If you do not fully complete this form or fail to submit the required documents listed in the instructions, a final decision on your petition may be delayed or the petition may be denied.



Part 8. Declaration, Signature, and Contact Information of Person Preparing Form, If Other Than Petitioner

Provide the following information concerning the preparer:

1. Name of Preparer

Family Name (Last Name)

N/A

Given Name (First Name)

N/A

2. Preparer's Business or Organization Name (if any)

(If applicable, provide the name of your accredited organization recognized by the Board of Immigration Appeals (BIA).)

N/A

3. Preparer's Mailing Address

Street Number and Name

Apt. Ste. Flr. Number

City or Town

State

ZIP Code

Province

Postal Code

Country

4. Preparer's Contact Information

Daytime Telephone Number

Fax Number

Email Address (if any)

Preparer's Declaration

By my signature, I certify, swear, or affirm, under penalty of perjury, that I prepared this petition on behalf of, at the request of, and with the express consent of the petitioner or authorized signatory. The petitioner has reviewed this completed petition as prepared by me and informed me that all of the information in the form and in the supporting documents, is complete, true, and correct.

5. Signature and Date

Signature of Preparer

Date of Signature (mm/dd/yyyy)



Part 9. Additional Information About Your Petition For Nonimmigrant Worker

If you require more space to provide any additional information within this petition, use the space below. If you require more space than what is provided to complete this petition, you may make a copy of **Part 9.** to complete and file with this petition. In order to assist us in reviewing your response, you must identify the **Page Number, Part Number and Item Number** corresponding to the additional information.

1. A-Number ► A-

2. **Page Number** **Part Number** **Item Number**

3. **Page Number** **Part Number** **Item Number**
5 5 3

Itinerary of Services: Based on the Petitioners business with this client,
the beneficiary is scheduled and assigned to perform the proposed work at the following locations as well;
333 West Wacker Drive, Ste, 300, Chicago, Illinois 60606.

The beneficiary is not scheduled to be assigned to another project or work site location except
the addresses mentioned herein and in Page 5, Part 5, Item number 3.

4. **Page Number** **Part Number** **Item Number**





H-1B and H-1B1 Data Collection and Filing Fee Exemption Supplement

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-129
OMB No. 1615-0009
Expires 02/28/2027

1. Name of the Petitioner

Capgemini America, Inc.

2. Name of the Beneficiary

Singh, Basant Kumar

Section 1. General Information

1. Employer Information - (select all items that apply)

- a. Is the petitioner an H-1B dependent employer? Yes No
- b. Has the petitioner ever been found to be a willful violator? Yes No
- c. Is the beneficiary an H-1B nonimmigrant exempt from the Department of Labor attestation requirements? Yes No
- c.1. If yes, is it because the beneficiary's annual rate of pay is equal to at least \$60,000? Yes No
- c.2. Or is it because the beneficiary has a master's degree or higher degree in a specialty related to the employment? Yes No
- d. Does the petitioner employ 50 or more individuals in the United States? Yes No
- d.1. If yes, are more than 50 percent of those employees in H-1B, L-1A, or L-1B nonimmigrant status? Yes No

2. Beneficiary's Highest Level of Education (select **only one** box)

- a. NO DIPLOMA f. Bachelor's degree (for example: BA, AB, BS)
- b. HIGH SCHOOL GRADUATE DIPLOMA or the equivalent (for example: GED) g. Master's degree (for example: MA, MS, MEng, MEd, MSW, MBA)
- c. Some college credit, but less than 1 year h. Professional degree (for example: MD, DDS, DVM, LLB, JD)
- d. One or more years of college, no degree i. Doctorate degree (for example: PhD, EdD)
- e. Associate's degree (for example: AA, AS)

3. Major/Primary Field of Study

COMPUTER SCIENCE

4. Rate of Pay Per Year

\$110000.00

5. DOT Code

0 3 0

6. NAICS Code

5 4 1 5 1 2

Section 2. Fee Exemption and/or Determination

In order for USCIS to determine if you must pay the additional **\$1,500** or **\$750** American Competitiveness and Workforce Improvement Act (ACWIA) fee, answer all of the following questions:

1. Are you an institution of higher education as defined in section 101(a) of the Higher Education Act of 1965, 20 U.S.C. 1001(a)? Yes No
2. Are you a nonprofit organization or entity related to or affiliated with an institution of higher education, as defined in 8 CFR 214.2(h)(19)(iii)(B)? Yes No



Section 2. Fee Exemption and/or Determination (continued)

3. Are you a nonprofit research organization or a governmental research organization, as defined in 8 CFR 214.2(h)(19)(iii)(C)? Yes No
4. Is this the second or subsequent request for an extension of stay that this petitioner has filed for this beneficiary? Yes No
5. Is this an amended petition that does not contain any request for extensions of stay? Yes No
6. Are you filing this petition to correct a USCIS error? Yes No
7. Is the petitioner a primary or secondary education institution? Yes No
8. Is the petitioner a nonprofit entity that engages in an established curriculum-related clinical training of students registered at such an institution? Yes No

If you answered yes to any of the questions above, you are not required to submit the ACWIA fee for your H-1B Form I-129 petition. If you answered no to all questions, answer **Item Number 9.** below.

9. Do you currently employ a total of 25 or fewer full-time equivalent employees in the United States, including all affiliates or subsidiaries of this company/organization? Yes No

If you answered yes, to **Item Number 9.** above, you are required to pay an additional ACWIA fee of **\$750**. If you answered no, then you are required to pay an additional ACWIA fee of **\$1,500**.

NOTE: A petitioner seeking initial approval of H-1B nonimmigrant status for a beneficiary, or seeking approval to employ an H-1B nonimmigrant currently working for another employer, must submit an additional **\$500** Fraud Prevention and Detection fee. For petitions filed on or after December 18, 2015, an additional fee of **\$4,000** must be submitted if you responded yes to **Item Numbers 1.d. and 1.d.1. of Section 1.** of this supplement. This **\$4,000** fee was mandated by the provisions of Public Law 114-113.

The Fraud Prevention and Detection Fee and Public Law 114-113 fee do not apply to H-1B1 petitions. **These fees, when applicable, may not be waived.** You must include payment of the fees when you submit this form. Failure to submit the fees when required will result in rejection or denial of your submission. Each of these fees should be paid by separate checks or money orders.

Section 3. Numerical Limitation Information

1. Specify the type of H-1B petition you are filing. (select **only one** box):

- a. Cap H-1B Bachelor's Degree c. Cap H-1B1 Chile/Singapore
 b. Cap H-1B U.S. Master's Degree or Higher d. Cap Exempt

2. If you answered **Item Number 1.b. "CAP H-1B U.S. Master's Degree or Higher,"** provide the following information regarding the master's or higher degree the beneficiary has earned from a U.S. institution as defined in 20 U.S.C. 1001(a):

- a. Name of the United States Institution of Higher Education

- b. Date Degree Awarded c. Type of United States Degree

- d. Address of the United States institution of higher education

Street Number and Name	Apt. Ste. Flr.	Number
<input type="text"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="text"/>

City or Town	State	ZIP Code
<input type="text"/>	<input type="text"/>	<input type="text"/>



Section 3. Numerical Limitation Information (continued)

3. If you answered **Item Number 1.d.** "CAP Exempt," you must specify the reason(s) this petition is exempt from the numerical limitation for H-1B classification:

- a. The petitioner is an institution of higher education as defined in section 101(a) of the Higher Education Act, of 1965, 20 U.S.C. 1001(a).
- b. The petitioner is a nonprofit entity related to or affiliated with an institution of higher education as defined in 8 CFR 214.2(h)(8)(ii)(F)(2).
- c. The petitioner is a nonprofit research organization or a governmental research organization as defined in 8 CFR 214.2(h)(8)(ii)(F)(3).
- d. The beneficiary will be employed at a qualifying cap exempt institution, organization or entity pursuant to 8 CFR 214.2(h)(8)(ii)(F)(4).
- e. The petitioner is requesting an amendment to or extension of stay for the beneficiary's current H-1B classification.
- f. The beneficiary of this petition is a J-1 nonimmigrant physician who has received a waiver based on section 214(l) of the Act.
- g. The beneficiary of this petition has been counted against the cap and (1) is applying for the remaining portion of the 6 year period of admission, or (2) is seeking an extension beyond the 6-year limitation based upon sections 104(c) or 106(a) of the American Competitiveness in the Twenty-First Century Act (AC21).
- h. The petitioner is an employer subject to the Guam-CNMI cap exemption pursuant to Public Law 110-229.

Section 4. Off-Site Assignment of H-1B Beneficiaries

1. The beneficiary of this petition will be assigned to work at an off-site location for all or part of the period for which H-1B classification sought. Yes No

If no, do not complete **Item Numbers 2. and 3.**

2. Placement of the beneficiary off-site during the period of employment will comply with the statutory and regulatory requirements of the H-1B nonimmigrant classification. Yes No

3. The beneficiary will be paid the higher of the prevailing or actual wage at any and all off-site locations. Yes No





H Classification Supplement to Form I-129

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS

Form I-129

OMB No. 1615-0009

Expires 02/28/2027

1. Name of the Petitioner

Capgemini America, Inc.

Name of the beneficiary or if this petition includes multiple beneficiaries, the total number of beneficiaries

- 2.a. Name of the Beneficiary

Singh, Basant Kumar

OR

- 2.b. Provide the total number of beneficiaries

1

3. List each beneficiary's prior periods of stay in H or L classification in the United States for the last six years (beneficiaries requesting H-2A or H-2B classification need only list the last three years). Be sure to only list those periods in which each beneficiary was actually in the United States in an H or L classification. Do not include periods in which the beneficiary was in a dependent status, for example, H-4 or L-2 status.

NOTE: Submit photocopies of Forms I-94, I-797, and/or other USCIS issued documents noting these periods of stay in the H or L classification. (If more space is needed, attach an additional sheet.)

Subject's Name	Period of Stay (mm/dd/yyyy) From _____ To _____	
None		

4. Classification sought (select **only one** box):

- a. H-1B Specialty Occupation
 b. H-1B1 Chile and Singapore
 c. H-1B2 Exceptional services relating to a cooperative research and development project administered by the U.S. Department of Defense (DOD)
 d. H-1B3 Fashion model of distinguished merit and ability
 e. H-2A Agricultural worker
 f. H-2B Non-agricultural worker
 g. H-3 Trainee
 h. H-3 Special education exchange visitor program

5. If you selected **a.** or **d.** in Item Number 4., and are filing an H-1B cap petition (including a petition under the U.S. advanced degree exemption):

- a. Provide the beneficiary Confirmation Number from the H-1B Registration Selection Notice for the beneficiary named in this petition (if applicable).

Confirmation Number

2025-35ce-a1e9-82a8



- b. Provide the beneficiary's passport or travel document number, country of issuance, and expiration date for the passport or travel document used at the time of registration.

Passport or Travel Document Number	Country of Issuance	Expiration Date (mm/dd/yyyy)
P8742495	India	03/16/2027

6. Are you filing this petition on behalf of a beneficiary subject to the Guam-CNMI cap exemption under Public Law 110-229?

Yes No

7. Are you requesting a change of employer and was the beneficiary previously subject to the Guam-CNMI cap exemption under Public Law 110-229?

Yes No

- 8.a. Does any beneficiary in this petition have ownership interest in the petitioning organization?

Yes. If yes, please explain in **Item Number 8.b.** No

- 8.b. Explanation

N/A

Section 1. Complete This Section If Filing for H-1B Classification

1. Describe the proposed duties.

Please refer to the attached Support letter (Position description).

2. Describe the beneficiary's present occupation and summary of prior work experience.

Please see attached Support Letter.

Statement for H-1B Specialty Occupations and H-1B1 Chile and Singapore

By filing this petition, I agree to, and will abide by, the terms of the labor condition application (LCA) for the duration of the beneficiary's authorized period of stay for H-1B employment. I certify that I will maintain a valid employer-employee relationship with the beneficiary at all times. If the beneficiary is assigned to a position in a new location, I will obtain and post an LCA for that site prior to reassignment.

I further understand that I cannot charge the beneficiary the ACWIA fee, and that any other required reimbursement will be considered an offset against wages and benefits paid relative to the LCA.

Signature of Petitioner

→ Jean Taylor

Name of Petitioner

Capgemini America, Inc.

Date (mm/dd/yyyy)

05/29/2024

Statement for H-1B Specialty Occupations and U.S. Department of Defense (DOD) Projects

As an authorized official of the employer, I certify that the employer will be liable for the reasonable costs of return transportation of the beneficiary abroad if the beneficiary is dismissed from employment by the employer before the end of the period of authorized stay.

Signature of Authorized Official of Employer

Jean Taylor

Name of Authorized Official of Employer

Jean Taylor

Date (mm/dd/yyyy)

05/29/2024



Labor Condition Application for Nonimmigrant Workers
Form ETA-9035 & 9035E
U.S. Department of Labor



Please read and review the filing instructions carefully before completing the Form ETA- 9035 or 9035E. A copy of the instructions can be found at <https://www.dol.gov/agencies/eta/foreign-labor/>. In accordance with Federal Regulations at 20 CFR 655.730(b), incomplete or obviously inaccurate Labor Condition Applications (LCAs) will not be certified by the Department of Labor (DOL). For all submissions, both electronic (Form ETA- 9035E) or paper (Form ETA- Form 9035 where the employer has notified DOL that it will submit this form non-electronically due to a disability or received permission from DOL to file non-electronically due to lack of Internet access), ALL required fields/items containing an asterisk (*) must be completed as well as any fields/items where a response is conditional as indicated by the section (§) symbol.

A. Employment-Based Nonimmigrant Visa Information

1. Indicate the type of visa classification supported by this application (Write classification symbol): *

H-1B

B. Temporary Need Information

1. Job Title * Programmer/ Developer 3

2. SOC (ONET/OES) code *
15-1251.00

3. SOC (ONET/OES) occupation title *
Computer Programmers

4. Is this a full-time position? *

Yes No

Period of Intended Employment

5. Begin Date * 10/1/2024
(mm/dd/yyyy)

6. End Date * 9/30/2027
(mm/dd/yyyy)

7. Worker positions needed/basis for the visa classification supported by this application

1

Total Worker Positions Being Requested for Certification *

Basis for the visa classification supported by this application
(indicate total workers in each applicable category)

1

a. New employment *

0

d. New concurrent employment *

0

b. Continuation of previously approved employment
without change with the same employer*

0

e. Change in employer *

0

c. Change in previously approved employment *

0

f. Amended petition *

C. Employer Information

1. Legal business name *

CAPGEMINI AMERICA INC

2. Trade name/Doing Business As (DBA), if applicable

3. Address 1 *

333 WEST WACKER DRIVE

4. Address 2
SUITE 300

5. City *
CHICAGO

6. State *
Illinois

7. Postal code *
60606

8. Country *
United States Of America

9. Province

10. Telephone number *
+1 (312) 395-5000

11. Extension

12. Federal Employer Identification Number (FEIN from IRS) *
22-2575929

13. NAICS code (must be at least 4-digits) *
541512

Labor Condition Application for Nonimmigrant Workers
Form ETA-9035 & 9035E
U.S. Department of Labor



D. Employer Point of Contact Information

Important Note: The information contained in this Section must be that of an employee of the employer who is authorized to act on behalf of the employer in labor certification matters. The information in this Section must be different from the agent or attorney information listed in Section E, unless the attorney is an employee of the employer.

1. Contact's last (family) name *	2. First (given) name *	3. Middle name(s)
TAYLOR	JEAN	
4. Contact's job title *		
Senior Manager		
5. Address 1 *		
333 WEST WACKER DRIVE		
6. Address 2		
SUITE 300		
7. City *	8. State *	9. Postal code *
CHICAGO	Illinois	60606
10. Country *	11. Province	
United States Of America		
12. Telephone number *	13. Extension	14. E-Mail address
+1 (312) 395-8209		LCATEAM.IG@CAPGEMINI.COM

E. Attorney or Agent Information (If applicable)

Important Note: The employer authorizes the attorney or agent identified in this section to act on its behalf in connection with the filing of this application.

1. Is the employer represented by an attorney or agent in the filing of this application? * If "Yes," complete the remainder of Section E below.			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
2. Attorney or Agent's last (family) name §	3. First (given) name §	4. Middle name(s)	
5. Address 1 §			
6. Address 2			
7. City §	8. State §	9. Postal code §	
10. Country §		11. Province	
12. Telephone number §	13. Extension	14. E-Mail address	
15. Law firm/Business name §		16. Law firm/Business FEIN §	
17. State Bar number (only if attorney) §		18. State of highest court where attorney is in good standing (only if attorney) §	
19. Name of the highest State court where attorney is in good standing (only if attorney) §			

Labor Condition Application for Nonimmigrant Workers
Form ETA-9035 & 9035E
U.S. Department of Labor



F. Employment and Wage Information

Important Note: The employer must define the intended place(s) of employment with as much geographic specificity as possible. Each intended place(s) of employment listed below must be the worksite or physical location where the work will actually be performed and cannot be a P.O. Box. The employer must identify all intended places of employment, including those of short duration, on the LCA. 20 CFR 655.730(c)(5). If the employer is submitting this form non-electronically and the work is expected to be performed in more than one location, an attachment must be submitted in order to complete this section. An employer has the option to use either a single Form ETA-9035/9035E or multiple forms to disclose all intended places of employment. If the employer has more than ten (10) intended places of employment at the time of filing this application, the employer must file as many additional LCAs as are necessary to list all intended places of employment. See the form instructions for further information about identifying all intended places of employment.

a. Place of Employment Information 1

1. Enter the estimated number of workers that will perform work at this place of employment under the LCA.*	1
2. Indicate whether the worker(s) subject to this LCA will be placed with a secondary entity at this place of employment. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. If "Yes" to question 2, provide the legal business name of the secondary entity. § Discover Financial Services	
4. Address 1 * 2500 Lake Cook Rd	
5. Address 2	
6. City * Riverwoods	7. County * Lake
8. State/District/Territory * Illinois	9. Postal code * 60015
10. Wage Rate Paid to Nonimmigrant Workers * From* \$ <u>110000</u> . <u>00</u> To: \$ _____ . _____	10a. Per: (Choose only one)* <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Bi-Weekly <input type="checkbox"/> Month <input checked="" type="checkbox"/> Year
11. Prevailing Wage Rate * \$ <u>90397</u> . <u>00</u>	11a. Per: (Choose only one)* <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Bi-Weekly <input type="checkbox"/> Month <input checked="" type="checkbox"/> Year

Questions 12-14. Identify the source used for the prevailing wage (PW) (check and fully complete only one): *

12. <input type="checkbox"/>	A Prevailing Wage Determination (PWD) issued by the Department of Labor	a. PWD tracking number §
13. <input checked="" type="checkbox"/>	A PW obtained independently from the Occupational Employment Statistics (OES) Program	
	a. Wage Level (check one): § <input type="checkbox"/> I <input type="checkbox"/> II <input checked="" type="checkbox"/> III <input type="checkbox"/> IV <input type="checkbox"/> N/A	b. Source Year § 7/1/2023 - 6/30/2024
14. <input type="checkbox"/>	A PW obtained using another legitimate source (other than OES) or an independent authoritative source	
	a. Source Type (check one): § <input type="checkbox"/> CBA <input type="checkbox"/> DBA <input type="checkbox"/> SCA <input type="checkbox"/> Other/ PW Survey	b. Source Year §
	c. If responded "Other/ PW Survey" in question 14.a, enter the name of the survey producer or publisher §	
	d. If responded "Other/ PW Survey" in question 14.a, enter the title or name of the PW survey §	

Labor Condition Application for Nonimmigrant Workers
Form ETA-9035 & 9035E
U.S. Department of Labor



G. Employer Labor Condition Statements

! Important Note: In order for your application to be processed, you MUST read Section G of the Form ETA-9035CP - General Instructions for the 9035 & 9035E under the heading "Employer Labor Condition Statements" and agree to all four (4) labor condition statements summarized below:

- (1) **Wages:** The employer shall pay nonimmigrant workers at least the prevailing wage or the employer's actual wage, whichever is higher, and pay for non-productive time. The employer shall offer nonimmigrant workers benefits and eligibility for benefits provided as compensation for services on the same basis as the employer offers to U.S. workers. The employer shall not make deductions to recoup a business expense(s) of the employer including attorney fees and other costs connected to the performance of H-1B, H-1B1, or E-3 program functions which are required to be performed by the employer. This includes expenses related to the preparation and filing of this LCA and related visa petition information. 20 CFR 655.731;
- (2) **Working Conditions:** The employer shall provide working conditions for nonimmigrants which will not adversely affect the working conditions of workers similarly employed. The employer's obligation regarding working conditions shall extend for the duration of the validity period of the certified LCA or the period during which the worker(s) working pursuant to this LCA is employed by the employer, whichever is longer. 20 CFR 655.732;
- (3) **Strike, Lockout, or Work Stoppage:** At the time of filing this LCA, the employer is not involved in a strike, lockout, or work stoppage in the course of a labor dispute in the occupational classification in the area(s) of intended employment. The employer will notify the Department of Labor within 3 days of the occurrence of a strike or lockout in the occupation, and in that event the LCA will not be used to support a petition filing with the U.S. Citizenship and Immigration Services (USCIS) until the DOL Employment and Training Administration (ETA) determines that the strike or lockout has ended. 20 CFR 655.733; and
- (4) **Notice:** Notice of the LCA filing was provided no more than 30 days before the filing of this LCA or will be provided on the day this LCA is filed to the bargaining representative in the occupation and area of intended employment, or if there is no bargaining representative, to workers in the occupation at the place(s) of employment either by electronic or physical posting. This notice was or will be posted for a total period of 10 days, except that if employees are provided individual direct notice by e-mail, notification need only be given once. A copy of the notice documentation will be maintained in the employer's public access file. A copy of this LCA will be provided to each nonimmigrant worker employed pursuant to the LCA. The employer shall, no later than the date the worker(s) report to work at the place(s) of employment, provide a signed copy of the certified LCA to the worker(s) working pursuant to this LCA. 20 CFR 655.734.

1. I have read and agree to Labor Condition Statements 1, 2, 3, and 4 above and as fully explained in Section G of the Form ETA-9035CP – General Instructions for the 9035 & 9035E and the Department's regulations at 20 CFR 655 Subpart H. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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H. Additional Employer Labor Condition Statements –H-1B Employers ONLY

! Important Note: In order for your H-1B application to be processed, you MUST read Section H – Subsection 1 of the Form ETA 9035CP – General Instructions for the 9035 & 9035E under the heading "Additional Employer Labor Condition Statements" and answer the questions below.

a. Subsection 1

1. At the time of filing this LCA, is the employer H-1B dependent? §	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. At the time of filing this LCA, is the employer a willful violator? §	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3. If "Yes" is marked in questions H.1 and/or H.2, you must answer "Yes" or "No" regarding whether the employer will use this application <u>ONLY</u> to support H-1B petitions or extensions of status for exempt H-1B nonimmigrant workers? §	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
4. If "Yes" is marked in question H.3, identify the statutory basis for the exemption of the H-1B nonimmigrant workers associated with this LCA. §	<input checked="" type="checkbox"/> \$60,000 or higher annual wage <input type="checkbox"/> Master's Degree or higher in related specialty <input type="checkbox"/> Both

H-1B Dependent or Willful Violator Employers -Master's Degree or Higher Exemptions ONLY

5. Indicate whether a completed Appendix A is attached to this LCA covering any H-1B nonimmigrant worker for whom the statutory exemption will be based <u>ONLY</u> on attainment of a Master's Degree or higher in related specialty. §	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
--	--

Labor Condition Application for Nonimmigrant Workers
Form ETA-9035 & 9035E
U.S. Department of Labor



If you marked "Yes" to questions H.a.1 (H-1B dependent) and/or H.a.2 (H-1B willful violator) and "No" to question H.a.3 (exempt H-1B nonimmigrant workers), you MUST read Section H – Subsection 2 of the Form ETA 9035CP – General Instructions for the 9035 & 9035E under the heading "Additional Employer Labor Condition Statements" and indicate your agreement to all three (3) additional statements summarized below.

b. Subsection 2

- A. **Displacement:** An H-1B dependent or willful violator employer is prohibited from displacing a U.S. worker in its own workforce within the period beginning 90 days before and ending 90 days after the date of filing of the visa petition. 20 CFR 655.738(c);
- B. **Secondary Displacement:** An H-1B dependent or willful violator employer is prohibited from placing an H-1B nonimmigrant worker(s) with another/secondary employer where there are indicia of an employment relationship between the nonimmigrant worker(s) and that other/secondary employer (thus possibly affecting the jobs of U.S. workers employed by that other employer), unless and until the employer subject to this LCA makes the inquiries and/or receives the information set forth in 20 CFR 655.738(d)(5) concerning that other/secondary employer's displacement of similarly employed U.S. workers in its workforce within the period beginning 90 days before and ending 90 days after the date of such placement. 20 CFR 655.738(d). Even if the required inquiry of the secondary employer is made, the H-1B dependent or willful violator employer will be subject to a finding of a violation of the secondary displacement prohibition if the secondary employer, in fact, displaces any U.S. worker(s) during the applicable time period; and
- C. **Recruitment and Hiring:** Prior to filing this LCA or any petition or request for extension of status for nonimmigrant worker(s) supported by this LCA, the H-1B dependent or willful violator employer must take good faith steps to recruit U.S. workers for the job(s) using procedures that meet industry-wide standards and offer compensation that is at least as great as the required wage to be paid to the nonimmigrant worker(s) pursuant to 20 CFR 655.731(a). The employer must offer the job(s) to any U.S. worker who applies and is equally or better qualified for the job than the nonimmigrant worker. 20 CFR 655.739.

6. **I have read and agree** to Additional Employer Labor Condition Statements A, B, and C above and as fully explained in Section H – Subsections 1 and 2 of the Form ETA 9035CP – General Instructions for the 9035 & 9035E and the Department's regulations at 20 CFR 655 Subpart H. §

Yes No

I. Public Disclosure Information

! **Important Note:** You must select one or both of the options listed in this Section.

1. Public disclosure information in the United States will be kept at: *	<input checked="" type="checkbox"/> Employer's principal place of business <input type="checkbox"/> Place of employment
--	--

J. Notice of Obligations

- A. Upon receipt of the certified LCA, the employer must take the following actions:
 - o Print and sign a hard copy of the LCA if filing electronically (20 CFR 655.730(c)(3));
 - o Maintain the original signed and certified LCA in the employer's files (20 CFR 655.705(c)(2); 20 CFR 655.730(c)(3); and 20 CFR 655.760); and
 - o Make a copy of the LCA, as well as necessary supporting documentation required by the Department of Labor regulations, available for public examination in a public access file at the employer's principal place of business in the U.S. or at the place of employment within one working day after the date on which the LCA is filed with the Department of Labor (20 CFR 655.705(c)(2) and 20 CFR 655.760).
- B. The employer must develop sufficient documentation to meet its burden of proof with respect to the validity of the statements made in its LCA and the accuracy of information provided, in the event that such statement or information is challenged (20 CFR 655.705(c)(5) and 20 CFR 655.700(d)(4)(iv)).
- C. The employer must make this LCA, supporting documentation, and other records available to officials of the Department of Labor upon request during any investigation under the Immigration and Nationality Act (20 CFR 655.760 and 20 CFR Subpart I).

I declare under penalty of perjury that I have read and reviewed this application and that to the best of my knowledge, the information contained therein is true and accurate. I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both (18 U.S.C. 2, 1001, 1546, 1621).

1. Last (family) name of hiring or designated official * TAYLOR	2. First (given) name of hiring or designated official * JEAN	3. Middle initial §
4. Hiring or designated official title * Senior Manager		
5. Signature *	6. Date signed * 06/03/2024	

Labor Condition Application for Nonimmigrant Workers
Form ETA-9035 & 9035E
U.S. Department of Labor



K. LCA Preparer

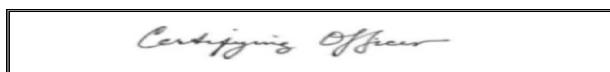
Important Note: Complete this section if the preparer of this LCA is a person other than the one identified in either Section D (employer point of contact) or E (attorney or agent) of this application.

1. Last (family) name §	2. First (given) name §	3. Middle initial
4. Firm/Business name §		
5. E-Mail address §		

L. U.S. Government Agency Use (ONLY)

By virtue of the signature below, the Department of Labor hereby acknowledges the following:

This certification is valid from 10/1/2024 to 9/30/2027.



Department of Labor, Office of Foreign Labor Certification

6/3/2024

Certification Date (date signed)

I-200-24146-037998

Case number

Certified

Case Status

The Department of Labor is not the guarantor of the accuracy, truthfulness, or adequacy of a certified LCA.

M. Signature Notification and Complaints

The signatures and dates signed on this form will not be filled out when electronically submitting to the Department of Labor for processing, but **MUST** be complete when submitting non-electronically. If the application is submitted electronically, any resulting certification **MUST** be signed *immediately upon receipt* from DOL before it can be submitted to USCIS for final processing.

Complaints alleging misrepresentation of material facts in the LCA and/or failure to comply with the terms of the LCA may be filed using the WH-4 Form with any office of the Wage and Hour Division, U.S. Department of Labor. A listing of the Wage and Hour Division offices can be obtained at www.dol.gov/whd. Complaints alleging failure to offer employment to an equally or better qualified U.S. worker, or an employer's misrepresentation regarding such offer(s) of employment, may be filed with the U.S. Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section, 950 Pennsylvania Avenue, NW, # IER, NYA 9000, Washington, DC, 20530, and additional information can be obtained at www.justice.gov. Please note that complaints should be filed with the Civil Rights Division, Immigrant and Employee Rights Section at the Department of Justice only if the violation is by an employer who is H-1B dependent or a willful violator as defined in 20 CFR 655.710(b) and 655.734(a)(1)(ii).

For public burden statement information, please see Form ETA-9035CP General Instructions.

Labor Condition Application for Nonimmigrant Workers
Form ETA-9035 & 9035E
U.S. Department of Labor



F. Employment and Wage Information

Important Note: The employer must define the intended place(s) of employment with as much geographic specificity as possible. Each intended place(s) of employment listed below must be the worksite or physical location where the work will actually be performed and cannot be a P.O. Box. The employer must identify all intended places of employment, including those of short duration, on the LCA. 20 CFR 655.730(c)(5). If the employer is submitting this form non-electronically and the work is expected to be performed in more than one location, an attachment must be submitted in order to complete this section. An employer has the option to use either a single Form ETA-9035/9035E or multiple forms to disclose all intended places of employment. If the employer has more than ten (10) intended places of employment at the time of filing this application, the employer must file as many additional LCAs as are necessary to list all intended places of employment. See the form instructions for further information about identifying all intended places of employment.

a. Place of Employment Information 2

1. Enter the estimated number of workers that will perform work at this place of employment under the LCA.*	1
2. Indicate whether the worker(s) subject to this LCA will be placed with a secondary entity at this place of employment. *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3. If "Yes" to question 2, provide the legal business name of the secondary entity. § 4. Address 1 * 333 West Wacker Drive	
5. Address 2 Ste 300	
6. City * Chicago	7. County * Cook
8. State/District/Territory * Illinois	9. Postal code * 60606
10. Wage Rate Paid to Nonimmigrant Workers * From* \$ <u>110000</u> . <u>00</u> To: \$ _____ . _____	10a. Per: (Choose only one)* <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Bi-Weekly <input type="checkbox"/> Month <input checked="" type="checkbox"/> Year
11. Prevailing Wage Rate * \$ <u>90397</u> . <u>00</u>	11a. Per: (Choose only one)* <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Bi-Weekly <input type="checkbox"/> Month <input checked="" type="checkbox"/> Year

Questions 12-14. Identify the source used for the prevailing wage (PW) (check and fully complete only one): *

12. <input type="checkbox"/>	A Prevailing Wage Determination (PWD) issued by the Department of Labor	a. PWD tracking number §
13. <input checked="" type="checkbox"/>	A PW obtained independently from the Occupational Employment Statistics (OES) Program a. Wage Level (check one): § <input type="checkbox"/> I <input type="checkbox"/> II <input checked="" type="checkbox"/> III <input type="checkbox"/> IV <input type="checkbox"/> N/A	b. Source Year § 7/1/2023 - 6/30/2024
14. <input type="checkbox"/>	A PW obtained using another legitimate source (other than OES) or an independent authoritative source a. Source Type (check one): § <input type="checkbox"/> CBA <input type="checkbox"/> DBA <input type="checkbox"/> SCA <input type="checkbox"/> Other/ PW Survey	b. Source Year §
	c. If responded "Other/ PW Survey" in question 14.a, enter the name of the survey producer or publisher §	
	d. If responded "Other/ PW Survey" in question 14.a, enter the title or name of the PW survey §	



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

May 29, 2024

USCIS
Attn: I-129 H-1B (Box 88777)
131 S. Dearborn St., 3rd Floor
Chicago, IL 60603-5517

Re: I-129 Petition – H-1B Classification

Petitioner: Capgemini America, Inc.

Beneficiary: Basant Kumar Singh

Position: Programmer/ Developer 3

Dear Sir or Madam:

This letter is written in support of the I-129 petition for H-1B Non-Immigrant Visa Classification by Capgemini America, Inc. ("Petitioner") on behalf of Basant Kumar Singh ("Beneficiary") for the specialty occupation of Programmer/ Developer 3. We seek to employ the Beneficiary temporarily in the United States for a period consistent with Form I-129.

The Petitioner

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. For more Information about Capgemini, please refer to the company's 2023 Annual Report available at: <https://investors.capgemini.com/en/annual-reports/?fiscal-year=2023>

Standard Of Proof

The standard of proof is applicable to this petition is **the preponderance of the evidence standard**. This standard means that the matter asserted is more likely than not to be true.



The standard is described in Chapter 11.1 (Submission of Supporting Documents and Consideration of Evidence) of the USCIS' Adjudicators Field Manual (AFM), which is binding authority, as stated in Chapter 3.4 (Adherence to Policy) of the USCIS' AFM. The AFM provides that "more likely than not" is defined as a greater than 50 percent (50%) probability of something occurring. Therefore, the Capgemini does not have to "establish beyond a doubt" the elements for approval. Matter of E-M-, 20 I. & N. 77 (BIA 1989).

In other words, **the director can still have doubts but, nevertheless, the applicant can establish eligibility.** Second, preponderance of the evidence is not the clear, unequivocal, and convincing evidence applicable in deportation proceedings...An alien does not have to prove by clear, unequivocal, and convincing evidence that he has established eligibility...under...the Act.

The principle was again restated in Matter of Chawathe, 25 I&N Dec. 369 (AAO 2010), where the AAO stated that "even if the director has some doubt as to the truth, **if the petitioner submits relevant, probative, and credible evidence that leads the director to believe that the claim is 'more likely than not' or 'probably' true the applicant [or petitioner] has satisfied the standard of proof."**"

The Proffered Position Meets The Specialty Occupation Criteria

An H-1B visa classification is granted to an alien who: "Will perform services in a specialty occupation which requires theoretical and practical application of a body of highly specialized knowledge and attainment of a baccalaureate or higher degree or its equivalent as a minimum requirement for entry into the occupation in the United States, and who is qualified to perform services in the specialty occupation because he or she has attained a baccalaureate or higher degree or it's equivalent in the specialty occupation." 8 C.F.R. § 214.2(h)(4)(i)(1). A two-prong test must be met for an alien to qualify: the position that the alien seeks to occupy must qualify as a specialty occupation, and the alien himself must be qualified to be a member of such a specialty occupation. In this case, both criteria are clearly established by the offered evidence.

The regulations define a specialty occupation as one that "requires theoretical and practical application of a body of highly specialized knowledge in fields of human endeavor including, but not limited to, architecture, engineering, mathematics, physical sciences, social sciences, medicine and health, education, business specialties, accounting, law, theology, and the arts, and which requires the attainment of a bachelor's degree or higher in a specific specialty, or its equivalent, as a minimum for entry into the occupation in the United States." 8 C.F.R. § 214.2(h)(4)(ii)(4). Under the regulatory guidelines, a position qualifies as a specialty occupation if it satisfies one of the following four factors:

1. A baccalaureate or higher degree or its equivalent is normally the minimum requirement for entry into the particular position;
2. The degree requirement is common to the industry in parallel positions among similar organizations or, in the alternative, an employer may show that its particular position is so complex or unique that it can be performed only by an individual with a degree;
3. The employer normally requires a degree or its equivalent for the position; OR
4. The nature of the specific duties is so specialized and complex that knowledge required to perform the duties is usually associated with the attainment of a baccalaureate or higher degree.

As explained in detail below and evidenced throughout the documentation enclosed herein, the offered position is complex and sophisticated and requires the theoretical and practical application of a body of specialized knowledge. Hence, the position of a Programmer/



Developer 3 with Capgemini America, Inc. by virtue of its highly complex job duties, is a specialty occupation requiring at least a Bachelor's Degree (or its equivalent) in Computer Science or a related field, which the Beneficiary holds.

Position Offered In The United States

The following description clearly demonstrates that the nature of the proffered position's duties is so specialized and complex that they can only be performed by an individual with at least a Bachelor's degree (or its equivalent) in Computer Science or related field.

Beneficiary will be assigned to a project for Petitioner's client, Discover Financial Services, located at 2500 Lake Cook Rd, Riverwoods, Illinois 60015 and Basant Kumar Singh may also provide services to the client from Petitioner's office located at 333 West Wacker Drive, Ste 300, Chicago, Illinois 60606

Project Description:

Application Managed Services – Payments Support

Magic (Managed Accounts Get Incredible Care)

MAGIC is front end of repository for Discover Network that stores Information about Issuer, Acquirer, Acquirer processors, and Issuer processors.

WMB (Web Merchant Boarding)

Web Merchant Boarding is an application that provides web-based interface to board Merchants to Discover network.

Guardian 4

Guardian 4 is fraud detection application which runs on different rules defined as per system requirements.

Verify +

Verify + is Web Based application which allows Merchants, acquirers and Fraud Service provide to check Data elements for Card not present (CNP) transaction against information with Discover Verify+ Website and provide secure access through Discovernetwork.com.

Boomi Support:

Boomi specializes in integration platform as a service, API management, Master Data Management, and data preparation.

RTAU (Real Time Account Update):

RTAU Application fulfill the demand for merchants/acquirers/issuer and provide real time account update for CoF/reoccurring transactions for Pulse/Discover Debit, application will receive debit card account update file from DN Account updater services and provide services during authorization of transactions for Pulse. Discover Debit.

Job Responsibilities:



Capgemini is offering the Beneficiary the position of Programmer/Developer 3 for a temporary period. The Programmer/Developer 3 for Capgemini will be responsible for programming and software development using various programming languages and related tools and frameworks; reviewing code written by other programmers; requirements gathering; bug fixing; and testing, documenting, and implementing software systems. He will interpret architecture and design; conduct code reviews; and mentor, guide, and monitor programmers, ensuring adherence to programming and documentation policies; develop, test, and release software; assign, coordinate, and review work and activities of programming personnel; collaborate with computer manufacturers and other users to develop new programming methods; and supervise, train, and mentor junior level programmers in programming and program coding. Further, he will represent the team in project meetings, work with business and functional analysts and software and solution architects to ensure that programs and systems function as intended; and mentor and direct work for large teams of programmers in one or more projects. Additionally, he will monitor and direct the workflow of smaller consulting projects or segments or larger projects, including project plan designs; initiate and maintain client relationships; anticipate and identify client issues/concerns and propose appropriate solutions; and supervise and review the work of less experienced staff.

Job Description:

Job Description	Percentage of Time
Project Management <ul style="list-style-type: none">• 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.• Monitor project progress, track key performance indicators (KPIs), and ensure the project stayed on course.• Manage risks and issues proactively identified potential problems and implement mitigation strategies.• Ensure adherence to quality standards and industry regulations.• Resolve escalated issues and conflicts within the project.• Communicate with stakeholders, including providing status updates and addressing concerns.• Track project KPIs (cost, schedule, scope) for performance assessment and decision-making.• Act as a servant leader, removing obstacles, and facilitating team goal achievement.• Collaborate with DevOps teams to streamline deployment processes and implement CI/CD practices.• Ensure project compliance with industry-specific standards.• Manage security patching activities to maintain software and infrastructure security.• Lead change management processes with a focus on documentation and controlled implementation.• Maintain 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 <ul style="list-style-type: none">• Identifying the job failure related to connectivity, Space issue,	25

<p>System issue, accidental kick off and analyze root cause and fix the issue in production.</p> <ul style="list-style-type: none"> 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. 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. 	
<ul style="list-style-type: none"> 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
<p>Production Support and Maintenance Responsibilities</p> <ul style="list-style-type: none"> 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
<p>Level of Client Contact and responsibilities</p> <ul style="list-style-type: none"> 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 	10



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.

To summarize our offer to Basant Kumar Singh:

Job Title: Programmer/ Developer 3/15-1251.00/Computer Programmers

Annual Salary (USD): 110000.00



WORK LOCATION IS A CAPGEMINI CLIENT LOCATION - THIRD PARTY LOCATION

As a global leader in consulting, technology services and digital transformation, Capgemini works with the world's leading brands to enhance and transform the way they do business. We do this with passion, and we do this by applying the human touch to business and technology. Naturally, some of our employees are assigned to work at a client location in order to fulfill Capgemini's services projects to our clients.

Although the Beneficiary will work at a client work location, Beneficiary will continue to be a Capgemini employee and will be assigned to another Capgemini project by Capgemini as needed.

While working at the client location, Beneficiary will report to a Capgemini Manager who will be supervising and controlling Beneficiary's day-to-day work while at the client work location. 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.

Beneficiary's Qualifications

The Beneficiary is well qualified for the offered position. The Beneficiary has completed his Bachelor's degree from National Institute of Technology, Srinagar in 2012. The Beneficiary's education has been evaluated and is considered equivalent to Bachelor of Science in Computer Science as awarded by a regionally accredited institution of higher education in the United States.

The Beneficiary also has related professional experience and is well qualified for the position offered. In addition to his education, beneficiary possesses several years of extensive experience in IT Industry, Worked on Banking domain Projects with Payments and cards platform. He has diversified skills in Client relations. He has SME for on-floor support. He has project management and administrative support. He has excellent communication and interpersonal skills, accustomed to working with small and large team environment. He has end-end Incident tracking and client follow-up, including postmortem. He ensure timely completion of releases, monitors performance of programs after implementation. He has analyze, manage and coordinate new technology releases with the team, working closely with business partners to ensure timely complete of releases. He has experience of working in the complete Software development life cycle involving development, documentation, testing and maintenance. He has experience in UI Technologies like HTML5, CSS3, Bootstrap and JavaScript, he has experience in JavaScript Frameworks like Angular, Node JS. He has experience in Java Frameworks like Spring Core, Spring MVC, Spring Batch, Spring Boot, and Spring Security. He has experience in working in cloud platform, UNIX and Shell Scripting. He has perform daily health checks of the application, job schedules and infrastructure supporting the application. He has work closely with business in managing day to day issues, resolve user queries. He has support Disaster Recovery Test and other Application Management activities.

EMPLOYER-EMPLOYEE RELATIONSHIP

Please note, pursuant to USCIS Regulations, at 8 C.F.R. Section 214.2(h)(4)(ii), US Employer is defined as a "person, firm, corporation, contractor or other association, or organization in the US which:



- 1.) **Engages** a person to work in the United States;
- 2.) Has an employer/employee relationship with respect to employees under this part, as indicated by the fact that it may hire, pay, fire, supervise **or otherwise control** the work of any such employee; and
- 3.) Has an Internal Revenue Service tax identification number."

It is clear that Capgemini has hired and is engaging the Beneficiary to work in the US. An employment offer letter was issued to the Beneficiary setting forth the terms and conditions of employment. The employment is at-will and can be terminated by either party. In addition, Capgemini pays the Beneficiary's salary and benefits, is responsible for the tax treatment of the Beneficiary, and has the right to determine when and where the Beneficiary will perform services. Finally, Capgemini will provide a standard benefits package to the Beneficiary, as is customary for all of our employees.

In addition, Capgemini does have a US Internal Revenue Service Tax Identification number. That number is 22-2575929, as indicated in the I-129 Petition and the certified Labor Condition Application. Therefore, Capgemini is the bona fide employer of the Beneficiary and has an employer-employee relationship with the Beneficiary.

TERMS OF EMPLOYMENT

Capgemini currently intends to employ the Beneficiary for a period consistent with Form I-129 in the position offered. The Beneficiary and Capgemini understand the temporary nature of this employment relationship. We affirm that we have the sole right to control the methods and manner that the Beneficiary will use to execute the duties to be performed at any client site.

We further affirm that we have complied with and will comply with the laws governing this H-1B petition and the Labor Condition Application filed in connection with this petition. At this time, Capgemini respectfully requests the approval of the enclosed H-1B petition. Thank you for your consideration in this matter.

Thank you,

A handwritten signature in black ink that reads "Jean Taylor".

Jean Taylor
Authorized Signatory

Exhibit 1

Reg. No. : 1726-NIT-Sgr-2008

Enrolment No. : 408/08

Cert. No. : 604

Session : June- 2012

NATIONAL INSTITUTE OF TECHNOLOGY SRINAGAR



HAZRATBAL, SRINAGAR-190 006, (J&K)



BACHELOR OF TECHNOLOGY

This is to certify that

Basant Kumar Singh

Son of

Sunil Kumar Singh

of the National Institute of Technology, Srinagar has been awarded
the Degree of Bachelor of Technology in **Information Technology Engineering**
in the year **2012**. He has obtained Cumulative Grade Point Average
(CGPA) of 7.194 on a scale of 10.

Controller of Examinations

Dean, Academic Affairs

Director

NATIONAL INSTITUTE OF TECHNOLOGY

HAZRATBAL SRINAGAR KASHMIR, J&K, INDIA.



B. Tech. GRADE CARD

1st Semester

Examination Roll No: 1353 ► 408/08

Enrollment No: 408/2008

Session: December, 2008 ► Dec 2010 (Regular/Supplementary)

Name of the Candidate: Mr. Basant Kumar Singh

S. NO	Course No	Course Name	Credits	Grade
1.	►PHY- 101	► Physics	03	C
	PHY- 102 P	Physics (Lab)	01	B+
2.	CHM - 101	Chemistry	03	C+
	CHM - 102 P	Chemistry (Lab)	01	B+
3.	►MTH - 101	► Mathematics	04	C+
4.	HSS - 101	Humanities	04	C
5.	CIV - 102	Engineering Drawing	04	B+
6.	ECE - 101	Computer Science	03	B
7.	MEC - 101 P	Workshop Practice	02	A
Total Number of Credits Registered			25	
Total Number of Credits Earned			25	
Semester Grade Points Average (SGPA)			6.56	
Cumulative Grade Point Average (CGPA)			6.56	
Result			PASS	

This is issued. Errors & Omissions Excepted.

Awards of Grades

A+	A	B+	B	B+	C	D+	D	F
10	09	08	07	06	05	04	02	0
Points								

Hansd

Section Officer

Assistant

Controller of Examinations

Result Notification No 01/NITBTECH1/2008 Dated: 13-06-2009

► Result Notification No 04/NITBTECH1/2010 Dated: 25-05-2011

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NATIONAL INSTITUTE OF TECHNOLOGY

HAZRATBAL SRINAGAR KASHMIR, J&K, INDIA.



B. Tech. GRADE CARD

2nd Semester

Examination Roll No: 550►408/08

Enrollment No: 408/2008

Session: July-August, 2009 ► July, 2011 (Regular/Supplementary)

Name of the Candidate: Mr. Basant Kumar Singh

S. NO	Course No	Course Name	Credits	Grade
1.	PHY- 201	Physics-II	03	C+
	PHY- 201 P	Physics-II (Lab)	01	B+
2.	CHM – 201	Chemistry-II	03	B
	CHM – 201 P	Chemistry-II (Lab)	01	A
3.	MTH 201	Mathematics-II	03	C+
4.	HSS – 201	Humanities	03	C
5.	► MED – 201	► Machine Drawing	03	C+
	MED-201 P	Workshop Practice	02	C+
6.	ECE – 201	Programming & Programming Methodology	03	B
7.	CIV – 201	Engineering Mechanics	03	C

Total Number of Credits Registered **25**

Total Number of Credits Earned **25**

Semester Grade Points Average (SGPA) **6.20**

Cumulative Grade Point Average (CGPA) **6.38**

Result **PASS**

This is issued. Errors & Omissions Excepted.

Hamid
Section Officer

Assistant Registrar (Acad)

Controller of Examinations



NATIONAL INSTITUTE OF TECHNOLOGY

HAZRATBAL SRINAGAR KASHMIR, J&K, INDIA.

B. Tech. GRADE CARD

3rd SEMESTER INFORMATION TECHNOLOGY

Examination Roll No: 3326 ► 3344

Enrollment No: 408/2008

Session: Dec, 2009 ► Dec-Jan, 2010-11

(Regular/Supplementary)

Name of the Candidate: Mr. Basant Kumar Singh

S. NO	Course No	Course Name	Credits	Grade
1.	ECE – 303	Electronics- I	04	C+
	ECE – 303 P	Electronics – I (Lab.)	01	B
2.	MTH – 309	Discrete Structures	04	C+
3.	CSE – 301	Object Oriented Programming	04	B
	CSE – 302 P	Object Oriented Programming (Lab.)	01	A
4.	CSE – 303	Signal & System	04	C
5.	►ELE – 301	►Basic Electrical Engg.	04	C
	ELE – 302 P	Basic Electrical Engg. (Lab.)	01	C+
6.	IT – 301	Internet & Web Design	03	B
Total Number of Credits Registered				26
Total Number of Credits Earned				26
Semester Grade Points Average (SGPA)				6.12
Cumulative Grade Point Average (CGPA)				6.293
Result				PASS

This is issued, Errors & Omissions Excepted.

Awards of Grades

A+	A	B+	B	C+	C	D+	D	F
10 Points	09 Points	08 Points	07 Points	06 Points	05 Points	04 Points	02 Points	0 Points

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Controller of Examinations

NATIONAL INSTITUTE OF TECHNOLOGY

HAZRATBAL SRINAGAR KASHMIR, J&K, INDIA.



B. Tech. GRADE CARD

4th SEMESTER INFORMATION TECHNOLOGY

Examination Roll No: 4326

Session: July-August, 2010

Enrollment No: 408/2008

(Regular)

Name of the Candidate: Mr. Basant Kumar Singh

S. NO	Course No	Course Name	Credits	Grade
1.	IT - 401	Software Engg.	04	A+
2.	CSE – 401	Data Structures	04	C+
	CSE – 402 P	Data Structures (Lab.)	01	A+
3.	MTH – 403	Introduction To Probability Theory & Statistics	03	B
4.	ECE – 403	Digital Electronics & Logic Design	04	C
	ECE – 404 P	Digital Electronics & Logic Design (Lab.)	01	B
5.	ELE – 407	Control Systems	03	B+
6.	ECE – 408	Communication Systems	04	C+
	ECE – 409 P	Communication Systems (Lab.)	02	C+
Total Number of Credits Registered				26
Total Number of Credits Earned				26
Semester Grade Points Average (SGPA)				7.00
Cumulative Grade Point Average (CGPA)				6.469
Result				PASS

This is issued, Errors & Omissions Excepted.

Awards of Grades									
A+	A	B+	B	C+	C	D+	D	F	
10 Points	09 Points	08 Points	07 Points	06 Points	05 Points	04 Points	02 Points	0 Points	

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NATIONAL INSTITUTE OF TECHNOLOGY

HAZRATBAL SRINAGAR KASHMIR, J&K, INDIA.

B. Tech. GRADE CARD



5th Semester Information Technology

Examination Roll No: 5325

Enrollment No: 408/2008

Session: December-January, 2010-11

(Regular)

Name of the Candidate : Mr. Basant Kumar Singh

S. NO	Course No	Course Name	Credits	Grade
1.	CSE-501	Computer Organization & Architecture	04	B
2.	CSE-502	Design & Analysis of Algorithms	04	B
3.	CSE-503	Operating System	04	B
4.	CSE-504	Microprocessor	04	A
	CSE-505 P	Microprocessor (Lab.)	01	B+
5.	IT-501	Data Base Management Systems	04	B
	IT-502 P	Data Base Management Systems (Lab.)	01	B+
6.	ECE-506	Data Communication	04	B+
Total Number of Credits Registered			26	-
Total Number of Credits Earned			26	-
Semester Grade Points Average (SGPA)			7.54	
Cumulative Grade Point Average (CGPA)			6.683	
Result			PASS	

This is issued, Errors & Omissions Excepted.

Awards of Grades

A+	A	B+	B	C+	C	D+	D	F
10 Points	09 Points	08 Points	07 Points	06 Points	05 Points	04 Points	02 Points	0 (zero) Points

Hamid
Section Officer

Assistant Registrar (Acad)

M. M.

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Controller of Examinations

NATIONAL INSTITUTE OF TECHNOLOGY

HAZRATBAL SRINAGAR KASHMIR, J&K, INDIA.



6th Semester Information Technology

Examination Roll No: 408/2008

Enrollment No: 408/2008

Session: July-2011

(Regular)

Name of the Candidate: Mr. Basant Kumar Singh

S. NO	Course NO	Course Name	Credits	Grade
1.	IT-601	Advanced Internet Technology	03	B+
	IT-602 P	Advanced Internet Technology (Lab.)	01	A
2.	IT-603	Management Information Systems	04	B+
3.	MTH-605	<u>Elective-I</u> Operation Research	04	B
4.	IT-606	Computer & Communication Networks	04	B+
	IT-607 P	Computer & Communication Networks (Lab.)	01	A+
5.	CSE-606	Computer Graphics	04	A
	CSE-607 P	Computer Graphics	01	A+
Total Number of Credits Registered				22
Total Number of Credits Earned				22
Semester Grade Points Average (SGPA)				8.23
Cumulative Grade Points Average (CGPA)				6.940
Result				PASS

This is issued. Errors & Omissions Excepted.

Awards of Grades

A+	A	B+	B	C+	C	D+	D	F
10 Points	09 Points	08 Points	07 Points	06 Points	05 Points	04 Points	02 Points	0 (Zero) Points

*Jamid**M. J. Moushumi**Leisure*



NATIONAL INSTITUTE OF TECHNOLOGY

HAZRATBAL SRINAGAR KASHMIR, J&K, INDIA.

B. Tech. GRADE CARD

7th Semester Information Technology

Examination Roll No: 408/2008 Enrollment No: 408/2008
Session: Nov-Dec, 2011 (Regular)

Name of the Candidate: **Mr.Basant Kumar Singh**

S. NO	COURSE NO	COURSE NAME	CREDITS	GRADE
1.	IT-701	Wireless & Mobile Communication	04	B
	IT-702 P	Wireless & Mobile Communication (Lab)	01	A
2.	IT-703	Information Security	04	B
	IT-704P	Information Security (Lab)	01	A
3.	IT-705	Network Management	04	B+
4.	IT-706	Seminar	01	B
5.	IT-707	Pre- Project	03	A
6.	IT-708	Elective-II Geographic Information Systems	04	A
7.	IT-713	Elective-III Digital Signal Processing	04	C+
Total Number of Credits Registered			26	
Total Number of Credits Earned			26	
Semester Grade Points Average (SGPA)				7.69
Cumulative Grade Points Average (CGPA)				7.051
Result				PASS

This is issued, Errors & Omissions Excepted.

Awards of Grades

A+	A	B+	B	C+	C	D+	D	F
10 Points	09 Points	08 Points	07 Points	06 Points	05 Points	04 Points	02 Points	0 (Zero)

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Section Officer

Assistant Registrar (Acad)

Surseal
Controller of Examinations

NATIONAL INSTITUTE OF TECHNOLOGY

HAZRATBAL SRINAGAR KASHMIR, J&K, INDIA.

B. Tech. GRADE CARD



8th Semester Information Technology

Examination Roll No: 408/08

Enrolment No: 408/08

Session: June 2012

(Regular)

Name of the candidate: Mr. Basant Kumar Singh

S.NO	Course No	Course Name	Credits	Grade
1.	IT-801	Project	12	A
2.	IT-802	Practical Training & Tour	01	A
3.	IT-804	Distributed Computing (Elective -IV)	04	B+
4.	IT-807	Advanced Java (Elective -V)	04	B
5.	HSS-801	Economics & Business Management	03	B
Total Number Of Credits Registered			24	-
Total Number Of Credits Earned			24	-
Semester Grade Point Average (SGPA)			8.25	
Cumulative Grade Point Average (CGPA)			7.194	
Result			PASS	

SGPA obtained in 1 st Semester	6.56
SGPA obtained in 2 nd Semester	6.20
SGPA obtained in 3 rd Semester	6.12
SGPA obtained in 4 th Semester	7.00
SGPA obtained in 5 th Semester	7.54
SGPA obtained in 6 th Semester	8.23
SGPA obtained in 7 th Semester	7.69
SGPA obtained in 8 th Semester	8.25
CGPA obtained from 1 st to 8 th Semester(out of 200(credits))	7.194

This is issued, Errors & Omissions Excepted.

Awards of Grades

A+	A	B+	B	C+	C	D+	D	F
10 Points	09 Points	08 Points	07 Points	06 Points	05 Points	04 Points	02 Points	0 Points

Hamida
Section Officer

M. H. M.
Assistant Registrar (Acad)

Basir
Controller of Examinations

Result Notification No. 02/NIT/B.Tech/8th Sem of June, 2012 Dated: 02-07-2012



May 20, 2024

Name: **BASANT KUMAR SINGH**

Institution: National Institute of Technology Srinagar

Country: India

Degree: Bachelor of Technology

Date of Qualification: 2012

US Academic Equivalent:

DEGREE: **BACHELOR OF SCIENCE IN COMPUTER SCIENCE**

Graduation from high school and competitive entrance examination scores are requirements for admission and enrollment in the National Institute of Technology Srinagar, an accredited institution of higher learning in India. After enrolling and completing academic coursework and examinations at the University, Basant Kumar Singh qualified for the Bachelor of Technology degree in 2012. The diploma demonstrates that Basant Kumar Singh completed the course of studies at the National Institute of Technology Srinagar.

Like students enrolled in post-secondary degree programs in the United States, Basant Kumar Singh completed university-level coursework which included specialized studies in the field of Information Technology Engineering. Concentrated coursework in the above-mentioned areas, coupled with other specialized studies, comprise the required curriculum for a candidate seeking to complete the Bachelor of Technology program at the National Institute of Technology Srinagar. The studies are comparable to the standard curriculum required for completion of a university degree from an accredited institution of higher education in the United States.

The course of studies undertaken, the number of credit units earned, the number of years of coursework, the grades earned for coursework and the final diploma all indicate that Basant Kumar Singh satisfied requirements equivalent to those required for the attainment of a University degree from an accredited institution of higher education in the United States. On the basis of the credibility of the National Institute of Technology Srinagar and the hours of academic coursework, it is the judgment of Morningside Evaluations and Consulting that Basant Kumar Singh has attained the equivalent of **a Bachelor of Science degree in Computer Science** from an accredited institution of higher education in the United States.

This evaluation relies upon copies of the original documents provided by Basant Kumar Singh and represented by Basant Kumar Singh to be authentic and true copies of those documents. There are no apparent grounds for us to disbelieve the authenticity and accuracy of the documentation presented to Morningside Evaluations and Consulting on behalf of Basant Kumar Singh. We represent the foregoing to be an accurate and correct evaluation to the best of our knowledge and belief, pursuant to requirements of United States Citizenship and Immigration Services of the United States Department of Homeland Security.



Morningside Evaluations and Consulting evaluates academic and experiential credentials and specializes in the evaluation of foreign educational credentials. By request, since this evaluation is for immigration purposes and USCIS has recently been referencing the EDGE Database for confirmation about educational equivalencies, Morningside has checked its evaluation of these credentials against the information in the AACRAO EDGE database and the degree level is consistent with our interpretation of the information in EDGE.

The foregoing evaluation of Basant Kumar Singh has been prepared under the standards and practices set forth by me on this *May 20, 2024*. This evaluation is based upon standards and practices that are common in the evaluation of foreign credentials that are utilized by Morningside Evaluations and I and throughout the evaluation industry.

Morningside Evaluations and Consulting is a paid subscriber of the AACRAO Electronics Database for Global Education (EDGE) and is sharing this information as a reference to this evaluation. Other use is strictly prohibited. The AACRAO Electronic Database for Global Education (EDGE) is available to subscribers only. Any references to EDGE, or renderings of pages in EDGE, were referenced on the above date and confirmed to reflect the database on that day. Users understand that the database is dynamic and credential advice is subject to change. Copyright © 2004 - 2022 American Association of Collegiate Registrars and Admissions Officers.

A handwritten signature in black ink that reads "Kathleen T. Freeman".

Kathleen Freeman

Kathleen Freeman has more than 20 years of experience in foreign credential evaluation. She is the author of 150+ entries in AACRAO EDGE. She is the author of many publications and articles, including a book on the educational system of France, a book on the educational system of Morocco, and NAFSA: Association of International Educator's publication on credential evaluation as well as the 2016 update. Ms. Freeman has served in regional and national leadership positions in NAFSA, and recently finished a 2. 5-year term on the Board of Directors of The Association of International Credential Evaluation Professionals (TAICEP). She holds a Bachelor of Arts in Spanish, and a Master of Arts in International Education.

For detailed statement of qualifications and experience of evaluator, see attached resume.

References

- "AACRAO Edge." *AACRAO Electronic Database for Global Education*. American Association of Collegiate Registrars and Admissions Officers (AACRAO), 2004-2024. Web May 20, 2024
- "World Higher Education Database International Association of Universities' Worldwide Database of Higher Education Institutions, Systems and Credentials." *World Higher Education Database (WHED) Portal*. Web. May 20, 2024
- Office of the Federal Register. *Code of Federal Regulations: Title 8- Aliens and Nationality*. 8 CFR 214. 2(h). Washington, DC: Office of the Federal Register National Archives and Records Administration, 2015.
- *International Handbook of Universities 2016*. Vol. 1-3. Basingstoke, Hampshire, United Kingdom: Palgrave Macmillan, 2015.
- *The World Factbook 2014-15*. Washington, DC: Central Intelligence Agency, 2014.
- Association of Commonwealth Universities. *Commonwealth Universities Yearbook 2007. 81st ed.* New York, New York, 2007.
- College Credit Recommendation Service. 2004 National Guide to Educational Credit for Training Programs. Washington, DC: American Council on Education, 2004.

KATHLEEN TRAYTE FREEMAN

PROFESSIONAL EXPERIENCE

MORNINGSIDE EVALUATIONS, New York, NY

SPANTRAN: THE EVALUATION COMPANY, New York, NY

Senior Credential Analyst

06/2015 to present

Provide leadership in foreign educational and professional credentials evaluation; responsible for training of new evaluators and continuing training of junior evaluators; develop new evaluation policies; update educational system database; represent organization at professional association meetings

INTERNATIONAL EDUCATION CONSULTANT, Worcester, PA

11/2014 to 06/2015

Provide consultation on international educational credentials evaluation, internationalization, and international student recruitment.

INTERNATIONAL EDUCATION OPPORTUNITIES, Jenkintown, PA

Director of Academic Programs, 10/2013 to 11/2014

Was part of senior leadership team for start-up that brings international middle and high school students to the United States; acted as liaison to schools; provided college counseling to high school seniors, including assistance with application process, reviewing essays, and college visits; provided cross-cultural instruction to school administration; monitored academic progress of students and prepared monthly reports for parents; hired and supervised tutors for evening study sessions; coordinated test prep; represented organization at regional and national conferences and meetings.

CGFNS INTERNATIONAL/INTERNATIONAL CONSULTANTS OF DELAWARE, Philadelphia, PA

Senior Global Assessment Specialist, 10/2009 to 10/2013

Provided leadership in foreign educational and professional credentials evaluation; researched foreign educational systems; responsible for updating and maintaining educational system database; reviewed and amended policies and procedures; assisted director with new opportunities and projects

ELS EDUCATIONAL SERVICES, Princeton, NJ

Director of University Partner Relations, 5/2009 – 9/2009

Was responsible for developing and maintaining relationships with partner institutions to assist institutions with increasing international student enrollment; advised students on study in the United States

INTERNATIONAL EDUCATION CONSULTANT, Worcester, PA

2007-2009

Provided consulting to higher education institutions on international education, including international admissions, marketing, and enrollment management. Acted as an adjunct foreign credential evaluator for AACRAO and other organizations. Was under contract to AACRAO to write educational system profiles for its Education Database for Global Education (EDGE).

DREXEL UNIVERSITY, Philadelphia, PA

Executive Director, International Students and Scholars Services 2003 - 2007

Was responsible for overall supervision of office, including 3 professional and 2 support staff members; advised students and scholars on academic, cultural and personal matters; prepared and filed H-1B visa petitions for all international employees; coordinated permanent residency applications for foreign faculty and staff; participated in Division of Student Life committees and activities; other duties as assigned.

*Director, International Students and Scholars Services 2000 – 2003
Associate Director, International Students and Scholars Office 1999 - 2000
Assistant Director, Office of International Programs 1998 - 1999
Assistant to the Director, Office of International Programs 1996 - 1998*

COMMISSION ON GRADUATES OF FOREIGN NURSING SCHOOLS, Philadelphia, PA

International Credentials Evaluation Specialist 1993-95

Researched and prepared detailed reports on international educational and nursing credentials for state boards of nursing, schools and employers; supervised departmental projects; wrote departmental policies and procedures; represented organization at professional conferences and other events.

MONMOUTH UNIVERSITY, West Long Branch, NJ 1989 - 1993

Coordinator of International Student and Scholar Services

LUTHER COLLEGE, Decorah, Iowa 1987 - 1989

International Student Coordinator

EDUCATION AND TRAINING

Certificate in Spanish to English Translation

New York University, New York, New York December 2014

Master of Arts, International Affairs (concentration in international education)

Ohio University, Athens, Ohio, June 1984

Bachelor of Arts, Spanish and Sociology

Lake Erie College, Painesville, Ohio June 1980

PROFESSIONAL PRESENTATIONS

1993 to present: available upon request

PUBLICATIONS

Freeman, Kathleen: *Evaluating Foreign Educational Credentials: An Introductory Guide, Revised*. Washington, DC: NAFSA: Association of International Educators, 2016

Trayte Freeman, Kathleen. *The Educational System of Morocco*, Milwaukee: The Pioneer Fund, 2012.

Trayte Freeman, Kathleen. *Evaluating Foreign Educational Credentials: An Introductory Guide*. Washington, DC: NAFSA: Association of International Educators, 2010

Trayte Freeman, Kathleen and Linda Jahn. *The Educational System of France*. Washington, DC: Projects in International Education Research/PIER, 2007

Exhibit 2



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

ITINERARY

Employee Name:	Basant Kumar Singh
Employer Name:	Capgemini America, Inc.
Intended Dates of Employment:	Please see I-129 form Part 5 #11.

[Work Location 1]

Name of Entity at Work Location:	Discover Financial Services
Work Location:	2500 Lake Cook Rd, Riverwoods, Illinois 60015
Percentage of Time Spent at Location:	50%
Project Name and Assignment Description:	<p>Application Managed Services – Payments Support Magic (Managed accounts get incredible care) MAGIC is front end of repository for Discover Network that stores Information about Issuer, Acquirer, Acquirer processors, and Issuer processors.</p> <p>WMB (Web Merchant Boarding) Web Merchant Boarding is an application that provides web-based interface to board Merchants to Discover network.</p> <p>Guardian 4 Guardian 4 is fraud detection application which runs on different rules defined as per system requirements.</p> <p>Verify + Verify + is Web Based application which allows Merchants, acquirers and Fraud Service provide to check Data elements for Card not present (CNP) transaction against information with Discover Verify+ Website and provide secure access through Discovernetwork.com.</p> <p>Boomi Support: Boomi specializes in integration platform as a service, API management, Master Data Management, and data preparation.</p> <p>RTAU (Real Time Account update): RTAU Application fulfill the demand for merchants/acquirers/issuer and provide real time account update for CoF/reoccurring transactions for Pulse/Discover Debit, application will receive debit card account update file from DN Account updater services and provide services during authorization of transactions for Pulse. Discover Debit.</p>
Capgemini Supervisor name, title and email:	Rahul Vasta Portfolio Manager rahul.vasta@capgemini.com
Role:	Programmer/ Developer 3

[Work Location 2]



Name of Entity at Work Location:	Capgemini America, Inc
Work Location:	333 West Wacker Drive, Ste 300, Chicago, Illinois 60606
Percentage of Time Spent at Location:	50%
Project Name and Assignment Description:	<p>Application Managed Services – Payments Support Magic (Managed accounts get incredible care)</p> <p>MAGIC is front end of repository for Discover Network that stores Information about Issuer, Acquirer, Acquirer processors, and Issuer processors.</p> <p>WMB (Web Merchant Boarding)</p> <p>Web Merchant Boarding is an application that provides web-based interface to board Merchants to Discover network.</p> <p>Guardian 4</p> <p>Guardian 4 is fraud detection application which runs on different rules defined as per system requirements.</p> <p>Verify +</p> <p>Verify + is Web Based application which allows Merchants, acquirers and Fraud Service provide to check Data elements for Card not present (CNP) transaction against information with Discover Verify+ Website and provide secure access through Discovernetwork.com.</p> <p>Boomi Support:</p> <p>Boomi specializes in integration platform as a service, API management, Master Data Management, and data preparation.</p> <p>RTAU (Real Time Account update):</p> <p>RTAU Application fulfill the demand for merchants/acquirers/issuer and provide real time account update for CoF/reoccurring transactions for Pulse/Discover Debit, application will receive debit card account update file from DN Account updater services and provide services during authorization of transactions for Pulse. Discover Debit.</p>
Capgemini Supervisor name, title and email:	Rahul Vasta Portfolio Manager rahul.vasta@capgemini.com
Role:	Programmer/ Developer 3

Exhibit 3



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
<p>Project Management</p> <ul style="list-style-type: none"> • 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
<p>Technical Role and Responsibilities</p> <ul style="list-style-type: none"> • 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



<ul style="list-style-type: none"> 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. 	
<ul style="list-style-type: none"> 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
<p>Production Support and Maintenance Responsibilities</p> <ul style="list-style-type: none"> 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
<p>Level of Client Contact and responsibilities</p> <ul style="list-style-type: none"> 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:

100A62E781E14F4...

Rahul Vasta
Portfolio Manager
CapgeminiAmerica, Inc.

Exhibit 4



April 25, 2024

Discover Financial Services
2500 Lake Cook Rd.
Riverwoods, IL 60015

To Whom it May Concern:

This letter confirms that we have an agreement with Capgemini under which Capgemini provides us various information technology and consulting services. The agreement defines various terms, including goals and objectives, services and responsibilities, charges for services, confidentiality, intellectual property protection, indemnity, liabilities, and related matters.

In providing information technology and consulting services pursuant to this agreement, it is sometimes necessary for certain Capgemini employees to conduct activities on-site either at one of Discover's office worksites (or) Capgemini's worksites based in North America. Even when these individuals are on-site at our worksite, we are not in any way their employer. Instead, at all times, Capgemini remains the employer. As the sole and direct employer, Capgemini selects which of its individual employees will conduct activities on-site at our worksite, Capgemini determines what activities those employees will perform, and Capgemini supervises the work of those employees. Capgemini is responsible for paying salaries, benefits, and expenses for those employees, and we do not employ those individuals nor do we in any way function as their employer.

Since the projects performed by Capgemini are complex, we obviously expect that Capgemini employees working on these projects will be degreed professionals or will have the educational/experiential equivalent of a degree in a relevant field. In addition, we expect Capgemini employees to have in-depth knowledge of Capgemini processes and practices - including detailed expertise and ongoing experience with Capgemini's technologies and operational techniques and procedures.

Sincerely,

A handwritten signature in blue ink that reads "Richard Prange".

Richard Prange – VP Discover Financial Services

FOIA EXEMPTION

DO NOT INCLUDE THE FOLLOWING CONTRACT AND/OR
PROJECT DOCUMENTS IN A RESPONSE TO A FOIA REQUEST

- Petitioner requests confidential treatment of this letter and the documents voluntarily enclosed herewith under the Freedom of Information Act, 5 U.S.C. § 552, as amended ("FOIA"). The voluntarily produced documents contain trade secrets and commercial or financial information that are confidential. 5 U.S.C. § 552(b)(4). Thus, this letter and the voluntarily enclosed documents may not be disclosed to third parties. If the U.S. Citizenship and Immigration Services ("Services") determines that this letter and/or the voluntarily enclosed documents are subject to disclosure, Petitioner requests notice to the Petitioner and/or Petitioner's counsel under Executive Order 12,600, 52 Fed. Reg. 23781 (June 23, 1987) and 6 C.F.R. § 5.7. In any event, the Services must protect the personal privacy interests of the employees named in this letter and the voluntarily enclosed documents under 5 U.S.C. §552(b)(6).

**AMENDMENT NO. 3 TO
TASK ORDER NO.70**

This **Amendment No. 3 to Task Order No. 70** (the “**Amendment**”), dated January 4, 2023 (the “**Amendment Effective Date**”), is made by and between **DFS Corporate Services LLC**, assignee of DFS Services LLC, on behalf of itself and its affiliates (collectively, “**DFS**”) and **Capgemini America, Inc.**, successor-in-interest to Capgemini Financial Services USA Inc., (“**Consultant**”), pursuant to and incorporating herein by reference the terms and conditions of Task Order No. 70, dated February 1, 2015, as amended (the “**Task Order**”), by and between the parties; and the Consulting and Services Agreement, dated February 16, 2007, as amended (the “**Agreement**”), by and between the parties.

- I. **Section I (Term) of the Task Order.** The parties acknowledge and agree that the Term of the Task Order will be extended to Oct 31, 2025. Based on the foregoing, Section I (Term) of the Task Order will be deleted in its entirety and replaced with the following:

“I. Term

The Term of the Task Order shall commence on February 1, 2015 (the “Effective Date”) and expire on Oct 31, 2025 (the “Term”). The contract may be reviewed periodically for any contractual changes needed as per DFS needs.

- I. **Section II.B (Service Description) of the Task Order** shall be deleted in its entirety and replaced with the following:

B. Services Description

During the Term, Consultant will provide the following services (collectively the “**Services**”) for the in-scope applications set forth in Section II.C below (each, an “**Application**” and collectively, the “**Applications**”):

1. **L1 Services.** Consultant will analyze the incidents (collectively, “**Incidents**”) received from end-users or DFS’ command center (the “**Command Center**”) related to the Applications mentioned in Section II.C and provide level 1 support. Consultant will perform the following tasks and activities:

- a. Receive the Incidents and (i) respond to the user specified in the alert/email with a solution to the Incident; or (ii) escalate the Incident to the appropriate DFS support teams. These DFS support teams may include application SME’s, database administrators, middleware operations, Unix operations, network operations, engineering teams, and any third party vendors working for or on behalf of DFS.
- b. Participate in rapid response team (“**RRT**”) meetings to resolve high priority issues such as Code Red, Priority 1, Priority 2, and Priority 3 Incidents.
- c. Provide log level analysis by going through APM Tools (AppDynamics / Instana / Kibana / CLS) or WebSphere logs, and reproduction of Application Incidents.
- d. Restore Application functionality via workarounds and/or the facilitation of environment fixes.
- e. Participate in validating all Application traffic flips and post implementation validation.
- f. Monitor batch jobs, fix abends, and provide detailed communication to the DFS application owning manager and/or team promptly as to what was changed and/or how the batch job was fixed.

- g. Facilitate resolution of Incidents and report progress on Incident resolution to closure.
- h. Support infrastructure upgrades such as operating systems, databases, mainframe regions, network changes, or hardware and software upgrades required to maintain Applications.
- i. Execute the Application health check test cases every morning at the pre-determined times and as needed for all Application profiles and report the status to DFS management.

2. **L2 Services –**

- a. L2 Incidents - Consultant will work on incidents escalated from the L1 team and will provide detailed code level analysis to provide resolution. In addition, Consultant will work on user incidents (opened by agent or users); will work on needed code and data analysis; and will add stories to the backlog for permanent fixes.
- b. Ask BT requests - Consultant will work on Ask BT requests which includes providing logs, performing SQL database operations, business questions related to functionalities and flow.
- c. NCS Requests – Consultant will analyze the NCS change being made and will provide approvals.
- d. Support Disaster Recovery Activities - Consultant will support the DR tabletop exercise and update the test questionnaires.

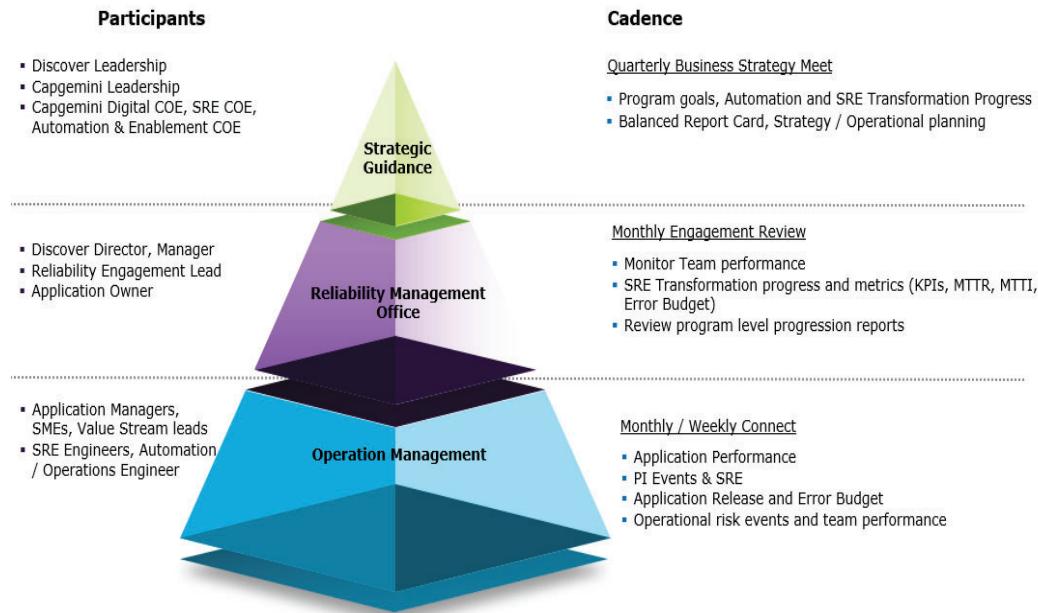
3. **MOD Services –**

- a. RRT Management - Consultant will facilitate RRT meetings and provide updates to DFS application managers. Consultant will participate in the PIRs and request / create respective problem tasks for various stakeholders responsible.
- b. Production Change Control - Consultant will validate the changes assigned to the applications supported and will provide approvals by resolving change conflicts, if any and will create a change report that can be shared with business.

4. **Automation –** Consultant will work on the automation initiatives to reduce maximum manual toil

- a. Consultant will add all the Manual tasks or automatable work into the automation backlog and publish a monthly report to DFS. All the user stories will be managed and reported out of Jira.
- b. Based upon appropriate review and subsequent approval from DFS management, Consultant will implement these automation solutions on the DFS platform provided that the required toolset and access to test or development environments are available to automate.
- c. DFS will provide all required support in enabling the automation implementations into production.
- d. Automation includes creation of dashboards (Performance, Reliability, User Experience, Application metrics) to enable observability and identify key performance indicators to avoid service outages / degradation. Automation also includes monitoring and alerting on the business transactions level and removing False positive alerts.

5. **Program Oversight Framework** - Consultant will leverage the below framework for Program Oversight and governance to establish an adequate cadence at all levels of governance of the engagement.



REDACTED UNDER FOIA EXEMPTION

6. **Delivery Governance** - The below tables show detailed roles and responsibilities of the Consultant managed services team.

Delivery Roles and Responsibilities	
Roles	Responsibilities
Engagement Lead (MOD)	<ul style="list-style-type: none"> Work with client Directors and Managers to understand Discover automation goals. Proactively identify opportunities to improve application reliability by partnering with DFS product team. First level escalation / point of contact for all delivery related matters

Automation Engineer	<ul style="list-style-type: none"> • Create and enhance APM Dashboards (Performance, Availability metrics) • Work with Product teams for reducing Health Rule violations, outages, error fixes, logger improvements
Operations Engineer	<ul style="list-style-type: none"> • Proactive monitoring and analysis – AppDynamics, Moogsoft, Catchpoint, Kibana, Application dashboards • Diagnose, mitigate/remediate and communicate Production incidents to product owners, agile teams • Documentation – Create /maintain knowledge articles and codified SOPs for Application support and Automation • Report repeated issues, Toil reduction, Application performance to Automation Engineers.
L2 Engineer	<ul style="list-style-type: none"> • Diagnose and troubleshoot user incidents by performing code level analysis and identifying the root cause of issues • Documentation – Document the analysis with recommendations on code fix and assign the tickets to application teams • Provide support for annual table top DR exercise and update test questionnaires • Provide approvals for NCS Change requests

II. Section II.C. (Applications in Scope) of the Task Order. The list of in-scope Applications set forth in Section II.C. (Applications in Scope) of the Task Order will be replaced with the following:

C. Applications in Scope

The below DFS applications are in scope for this Task Order:

- a. Orion
- b. Action
- c. Disputes 2.0
- d. Memos
- e. Solar Security
- f. CCS
- g. Linkd
- h. IVR

DFS can add an Application or swap with another Application if the new Application is similar to outgoing applications in relation to features such as Application volume, criticality, SLO, Business Key Performance Indicators, alerts/probes setup and number of Incidents. If the new or swapped Application exceeds the outgoing Application as defined in Table 1 - Section II.D.1 (Service Volumes), DFS and Consultant will mutually agree on the additional fee to onboard this Application into support via an amendment to the Task Order.

Technology Stack in Scope:

- Java/Spring Boot/Javascript/CSS/AJAX/SpringREST/SpringBatch/React
- App Dynamics/PCF/Kibana/CLS UI/OCP/Instana
- Moogsoft
- CatchPoint,
- Linux/Unix
- Autosys

REDACTED UNDER FOIA EXEMPTION

VII. Section VIII (Termination) of the Task Order.**Termination for Convenience**

1. DFS may only terminate this Task Order after Eighteen (18) months from the Effective Date ("Termination for Convenience") of this Task Order, so long as DFS provides Consultant Sixty (60) days' prior written notice of termination. In the event DFS terminates this Task Order within Eighteen (18) months of the Effective Date, DFS will owe any and all fees described herein for Services performed up to the date of Termination for Convenience and a termination fee equal to the remaining and unrecovered amortized amount for investments made by Consultant in order to provide the terminated Services (the "Termination Fee"). Consultant will substantiate any such Termination Fee with proper documentation of the unrecovered investments that Consultant will provide to DFS.
2. For the avoidance of doubt and notwithstanding any language to the contrary in the Agreement, DFS and Consultant agree that the terms of this Task Order, including the foregoing provisions in this Section VII. (Termination for Convenience), amend and supersede any conflicting terms in Sections 2.1 (Services under Task Order) and 9.2 (Termination of Convenience) of the Agreement.

VIII. This amendment may be executed in two or more counterparts, each of which shall be deemed an original, and taken together they shall be considered one agreement.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed as of the Amendment Effective Date by their duly authorized representatives.

Agreed:

CONSULTANT
CAPGEMINI AMERICA, INC.

DocuSigned by:

96B06B728401457...
Authorized Signature

Narayan Puthanmadhom

Name (Printed or Typed)

EVP

Title

1/18/2023

Date

Agreed:

DISCOVER
DFS CORPORATE SERVICES LLC

DocuSigned by:

4C7E4B224044444...
Authorized Signature

Jason J Burke

Name (Printed or Typed)

VP Application Engineering

1/19/2023

Date

Exhibit 5

इस पासपोर्ट में 36 पृष्ठे ! This passport contains 36 pages.

भारत गणराज्य REPUBLIC OF INDIA

दाईप / Type

P

राष्ट्र कोड / Country Code

IND

पासपोर्ट नं./ Passport No.

P 8742495

उपनाम / Surname
SINGH

दिया गया नाम / Given Name(s)
BASANT KUMAR

राष्ट्रीयता / Nationality

भारतीय/INDIAN

लिंग / Sex

M

जन्मतिथि / Date of Birth

25/06/1989

जन्म स्थान / Place of Birth
BARAUNI, BIHAR

जारी करने का स्थान / Place of Issue

PUNE

जारी करने की तिथि / Date of Issue

17/03/2017

समाप्ति की तिथि / Date of Expiry

16/03/2027

Basant
M

P<INDSINGH<< BASANT < KUMAR < < < < < < < < < <

P8742495<2IND8906256M2703165< < < < < < < < < < 6

REMARKS / OBSERVATION

PENALTY FINE / MISCELLANEOUS SERVICE

EMIGRATION CHECK REQUIRED

पिता / कानूनी अधिभावक का नाम / Name of Father / Legal Guardian

SUNIL KUMAR SINGH

माता का नाम / Name of Mother

NUTAN SINGH

पति या पत्नी का नाम / Name of Spouse



P8742495

पता / Address

301 BLDG NO 1, NIRUPAM 2 HSG SOC**AKURDI, PUNE****PIN: 411035, MAHARASHTRA, INDIA**

पुराने पासपोर्ट का नं. और इसके जारी होने की तिथि एवं स्थान / Old Passport No. with Date and Place of Issue

फाईल नं. / File No.

PN1060677043217