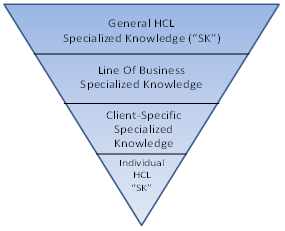
## L-1B Specialized Knowledge Visa Questionnaire

## For completion by employee, and confirmation by manager

The L-1B Specialized Knowledge nonimmigrant category is intended for U.S. employment candidates who have gained specialized knowledge while working with an HCL entity outside of the U.S. for at least one year, and who are required to perform specialized knowledge job duties in the U.S. As a specialized knowledge employee, a candidate must possess specialized knowledge of proprietary company processes, procedures, tools, and methodologies that are specific to HCL Technologies.

**The purpose of this document is to gain a comprehensive understanding of a candidate’s individual HCL-specific specialized knowledge.**Specifically, this document is designed to capture the specialized knowledge that a candidate possesses that makes them unique, advanced, and/or uncommon both in their field *and* within the HCL organization.

The questions below request details related to both **‘client-specific specialized knowledge’**—which includes knowledge of HCL clients’ tools and technologies required for candidates to perform U.S. job duties—and **‘individual HCL specialized knowledge,’** which consists of a candidate’s specific, unique knowledge of HCL’s proprietary tools, technologies and processes. Please refer to the following diagram:



This is a visual depiction of the four “layers” of HCL Specialized Knowledge: **1)** General HCL Specialized Knowledge, **2)** Line of Business Specialized Knowledge, **3)** Client-Specific Specialized Knowledge, and **4)** Individual Specialized knowledge.

**This document is intended to collect the final two, most individual, categories of HCL-specific Specialized Knowledge: Client-Specific Specialized Knowledge and Individual Specialized knowledge**. Please give as much detail and substance as possible, regarding each. A candidate’s L-1B petition materials will become stronger and more likely to be approved, when their specific, technical HCL company subject matter expertise is fully outlined.

**Please note: Failure to complete all sections of this document will result in a substantial delay in L-1B petition processing. We may require additional information following review.**

1. **Project Information**: Please explain the U.S. project to which the employee is being transferred.
2. Client name and work location **(please include exact street address)**:

USAA (United Services Automobile Association) 300 Convent St, San Antonio, Texas 78205, United States

1. Is the work location an HCL office, or a client location?

Client Location

1. Proposed U.S. job title:

Senior Software Engineer

1. Project name:

USAA - Bank Deposit Application

1. Project description **(Please limit your response to 3-4 sentences)**:

The United Services Automobile Association provides services to people and families who serve or served in the United States military. USAA offers worldwide insurance, investing, banking and other financial services. Under Banking line of business USAA offers checking and savings accounts, credit cards, credit monitoring and ID protection, Certificate of Deposits, mortgages, personal loans, auto loans, youth and college banking services. In USAA Bank deposit project, we mainly focus on, providing the members ability to open different types of accounts like checking, Savings and certificate of deposits in multiple channels like digital, mobile and employee. We create User Interface for USAA’s Member Service Representative (MSRs) to be able to view deposit account information, provide the account offers and rates in order to originate a new accounts and performing financial support activities on behalf of member such as removing hold or pledge, depositing a partial amount from/to USAA or Non-USAA banks, withdrawing a partial amount from/to USAA or Non-USAA banks, Closing an accounts by transferring the account balance to other accounts associated to the member’s beneficiary list and updating the records in fidelity with accurate description which will help to generate a detailed statements about the account transactions.

1. Project goal **(Please limit your response to 1-2 sentences)**:

1. The purpose of BAS is to serve USAA members on financial activities on CD accounts with help of USAA Member Service Representatives (MSRs) with 100 percent of accuracy in fewer times. In current situation at USAA, MSRs are using green screen (Mainframe) to serve Member requests on Certificate of Deposits in terms of removing hold or pledge, partial withdraw, partial deposit and closing a CD on or before the maturity period. There are lot of manual task has been processed by MSRs, possibilities are high for manual error on calculating penalties, taxes etc and required more trainings to MSRs in order to familiarize the Mainframe/Fidelity screens for each transactions. By introducing a new BAS Tool, we can automate all these manual backend process in just two clicks using responsive UI with more accuracy. 2. The purpose of Rapid Code Generator(RCG) is to simplify the development of any customized technologies with help of more efficient User Interface techniques like drag & drop, component property settings etc. In real world, Corporate are using many advanced technologies and customized with their industry standards. This will create complexity to the developers for the understanding and initial startup which makes things goes slower to start the actual business requirements. In order to have tool like RCG will rapidly increase the productivity and better ROI with a single tool for entire development units.

1. **Client-Specific Specialized Knowledge**: Please provide the client-specific tools to be utilized in the U.S. project. For each tool provide: **1)** client tool name, **2)** client tool description, **3)** job duty related to the client tool, and **4)** the candidate’s experience with the client tool. Please use a separate sheet, if needed, and please include **as much detail as possible**.
   1. **Client Tool:** USAA - AWC Deploy
      1. **Tool Description**

USAA AWC originally stood for "Automated WebSphere Configuration". It is used to deploy applications, WebSphere configurations and dependencies to WebSphere cells in a repeatable manner. It is also used to deploy to JBoss and WebSphere Message Broker environments. This tool provides options with release dates, work stream, component dependencies, application dependencies, profile dependencies and build share properties.

* + 1. **Job Duty Related to the Tool**

Gurunathan Kanthiah is responsible for creating and maintaining application migration plan to various CIT environments (Dev, CIT and CI environments). Gurunathan Kanthiah has rich experience in application deployments. He will be engaged with the Business Users to understand the current state (AS-IS) and design/document future state (TO-BE). He will be responsible and required to take relevant sign-offs from the key stakeholders to migrate it to various environments. Gurunathan Kanthiah should setup new CI environment and migrate applications.

* + 1. **Candidate’s Experience with the Tool**

Being expert in AWC Deploy configurations and technical detail, Gurunathan Kanthiah has 2+ Years of extensive experience with the tool's architecture, configurations, features and functional flow.

* 1. **Client Tool:** USAA - ERDC (Enterprise Reference Data Catalog)
     1. **Tool Description**

USAA Enterprise Reference Data Catalog is a configuration and reference data that comprises of Java API and UI to allow for ease of client use and updating. The ERDC is a suite of API's and screens that allows users to maintain ERDC Source Reference Tables. The source tables reside in Oracle database tables. Table creation and modifications are performed via the Source Management User Interface. Tables are approved and staged based on roles and workflow built into system. From the Source Tables, the ERDC Tables are built and deployed for use in applications.

* + 1. **Job Duty Related to the Tool**

Gurunathan Kanthiah has extensive experience in Enterprise Reference Data Catalog development and leveraging its features in USAA Projects. Experience in designing, developing, integrating, documentation and integration testing using ERDC with USAA Applications. Involved in source table creation, ERDC tables creation using SMUI, promoting ERDC tables to DEV, TEST and PROD locations. Enable ERDC cache the entire table in JVMs where it is used. Integrate ERDC tables with Bank Business Service applications and analyse the data flow.

* + 1. **Candidate’s Experience with the Tool**

Being master in ERDC Table and its configurations, Gurunathan Kanthiah has 2+ years of extensive experience with tool, table configurations, environment migrations, architecture and flow.

* 1. **Client Tool:** USAA - ACS - Advanced Code Search
     1. **Tool Description**

ACS Advanced Code Search is a SDIS tool that allows developers company-wide to search any code uploaded to RTC, GIT, WCM, or Mainframe Source code repositories. This tool comes with options to search in various repositories like QC or Quality Control (is a repository that keeps all the business requirements or stories used to test new items going into production), Wiki (This one is self-explanatory repository. If you know topic but not sure where to find it use this option), Java Doc (is used to view the hierarchy of classes and their java doc information) and RTC (is to help you the search new repository that is replacing Star Team). This tool provides advanced options like to include one more term to search, exclude any term and after date that we want results.

* + 1. **Job Duty Related to the Tool**

Gurunathan Kanthiah is responsible to create high level and low-level designs for the upcoming or existing applications. In this scenario to analyze all type of java files with all type of configuration files or projects or applications. This search result will be more useful to present existing application analysis and application flows from various repositories to business team. He should use this tool while code reviews along with application leads (clients) to present few application flows and code metrics.

* + 1. **Candidate’s Experience with the Tool**

Being expert in ACS tool and its technical detail, Gurunathan Kanthiah has 2+ Years of extensive experience with the tool's architecture, configurations, features and functional flow.

* 1. **Client Tool:** USAA - ARC - Automated Request Console
     1. **Tool Description**

USAA ARC tool is helping USAA employees to do numerous configurations request with single user interface. It is used to baseline CIT servers with latest code base which enables CIT server can be updated with desired code base and easy to reproduce prod issues on corresponding release code if any. With help of ARC tool, Developers can execute and validate the result of Rest service running in local JBoss server by updating IP address of local virtual machine. Also it gives option to add open shift cloud IP in order to see the Talon service logs in openshift console. Routing rule for new REST API can be configured for all the services in all environment like DEV, TEST and PROD using ARC tool, etc.,

* + 1. **Job Duty Related to the Tool**

Gurunathan Kanthiah has extensive experience in ARC tool and leveraging its features in USAA Projects. Experience in designing, developing, integrating, documentation and integration testing using ARC with USAA Applications and configurations. Involved in new REST API rule creation, raise baseline request according to the needs, creating request for RC in all environment such as DEV, TEST and PROD locations. Enabling local JBoss and openshift IP address in order to routing and monitor the console logs of USAA application services.

* + 1. **Candidate’s Experience with the Tool**

Being a Senior developer in Bank Business Services, Gurunathan Kanthiah has 2+ Years of extensive experience with the tool, architecture & functional flow.

* 1. **Client Tool:** SoapUI 5.4.0
     1. **Tool Description**

SoapUI is a web service testing application tool for Service Oriented Architecture (SOA) and Representational State Transfer (REST). Its functionality convers web services inspection, invoking, development, simulation and mocking, functional testing, load and compliance testing. It provides easy-to-use graphical interface and enterprise-class features. SoapUI allows you to easily and rapidly create and execute automated functional, regression and load tests.

* + 1. **Job Duty Related to the Tool**

Gurunathan Kanthiah has extensive experience in SoapUI 5.4.0 Service Automation Development & Generating test report using Groovy scripts. He has 2+ years of experience in Design, development, documentation and testing of application to populate automated dashboard reports for SOAP and REST web services. Involved in preparing service test plan (Function & System), creating automated test suites with the service based requirements, data mapping to the request, passing test results to another test case, error handling and report creation using Groovy scripts. He will also be required to conduct UAT and training sessions.

* + 1. **Candidate’s Experience with the Tool**

Being Master in SoapUI 5.4.0 and Service Automation, Gurunathan Kanthiah has 2+ years of extensive experience with the tool, architecture and functional flow

Please use Addendum A for additional client-specific tools that require client-specific specialized knowledge.

1. **HCL-Specialized Knowledge**: Please complete the chart below by providing a list of job duties that the candidate will perform in the U.S., along with the specialized knowledge of HCL’s proprietary tools, technologies, frameworks and methodologies required to perform the job duties, and an explanation as to how the candidate acquired the specialized knowledge while working for HCL abroad. Please use a separate sheet, if needed, and please include **as much detail as possible**.
2. **Job Duties**

Please focus on duties that involve design, development, implementation and customization.

* + 1. **Specialized Knowledge Required**

Please **name and describe** the **HCL proprietary tools, procedures, and/or methodologies** used to perform the job duty.

Please note that common tools and knowledge of client systems is not considered “specialized knowledge.”

* + 1. **Why is knowledge of this tool required?**

If a new employee were to join the team with no experience with HCL, or with using HCL’s technologies, frameworks, and methodologies, would the employee succeed in performing the job duty?

* + 1. **Experience Abroad**

Please explain how the candidate has gained specialized knowledge of this HCL proprietary tools, procedure and/or methodology. Please do not simply state that the candidate utilized the tool. Rather, please **provide the name of the project in which the candidate utilized the tool and the specific job duties performed**.

Please also include any information related to the employee’s role in designing, developing, or customizing the tool.

**EXAMPLE:**

* 1. **Job Duties**

The candidate will…

* + 1. **Specialized Knowledge Required**

To perform the job duty, the candidate will use HCL’s proprietary...

* + 1. **Why is knowledge of this tool required?**

Knowledge of this HCL proprietary Framework is required because…

* + 1. **Experience Abroad**

While working on [Project], the candidate utilized the HCL tool to design the customer’s application…

1. **Job Duties**

Click here to enter text.

* + 1. **Specialized Knowledge Required**

Click here to enter text.

* + 1. **Why is knowledge of this tool required?**

Click here to enter text.

* + 1. **Experience Abroad**

1. **Job Duties**

Gurunathan Kanthiah will be responsible to build the new Bank Deposit Product tool which will be built out of HCL's Bank Account Servicing Tool - BAS is a financial power engine framework architecture that provides more structured and comprehensive design to automate and integrate with different types account transactions of USAA Bank Deposit application flow. The tool offers the most comprehensive application and automate partial withdraw, partial credit and close a CD accounts via Employee channel with more accuracy which will help USAA to generate appropriate statements about the transactions which make business more agile and help it scale which includes legacy revitalization and cloud assessment. It helps our customers modernize their application management. Training to MSRs to serve member's financial management can be lesser than training for mainframe/fidelity . USAA Bank Deposit Experiences is one of the most awaited proposal from USAA client, which helps the organization in faster resolution on serving member via employee channel (MSRs) with few clicks of responsive user interface. USAA can free from numerous training on fidelilty screen, mitigate tax, penalty calculations bugs. Gurunathan Kanthiah is one of the key resource of tool development team which increases the system performance and facilitates the process to be loosely coupled to achieve better results. BAS offers enhanced flexibility to your enterprise by modernizing and migrating your legacy systems to help you increase business responsiveness, lower costs and mitigate risks.

* + 1. **Specialized Knowledge Required**

Gurunathan Kanthiah has been an integral part of team who have developed the product and part of it from inception phase and he is subject matter expert on the tool and knows in-out which adds the capability to add more features to tool according to client requirements. Gurunathan Kanthiah has been part of USAA for almost period of 2+ years which makes him familiar with the standards and approaches to be followed while implementing the tool. The critical gaps in client system are been identified by him and communicated the risks to the customer which may affect the real time environment. He has introduced a new level of balance between maintenance and responsiveness―a new level of business agility. Moreover, he is part of Bank Deposit team and has extensive knowledge of all deposit products offered by USAA and knows about factors to be considered while implementing tool in the client system. The primary focus of this solution is to moderate MSRs manual task on backend of fidelity/Mainframe screens which will reduces the major training required to handle mainframe technologies and gives options to customer to have minimum qualification to MSRs are enough to run this tool and serving Member request on deposit funding activities.

* + 1. **Why is knowledge of this tool required?**

Expertized knowledge of BAS is required to build the simulate and verification tool to perform different automated bank deposit accounts transactions, statement generation, tax/penalty calculation according to the maturity date of CD accounts and integration with external systems throughout the deposit application flow of Member Service Representatives (MSRs). BAS Knowledge is highly required to create individual, sustainable and easily integratable with any system. This also requires extensive knowledge on USAA Bank Deposit system architecure and domain knowledge on Bank Deposit Employee channel Applications. It would take more than 24 months to analyse & understand the exisitng manual system architecture and to implement and integrate the BAS for senior developer do the task to accomplish the goal. Also, the training should be on BAS framework modelling with Bank Deposit Experience Applications. The training cost and time taken would go high and the results would not be in par with what an individual with Combinational skillset (BAS, Banking domain, Employee channel's architecture and its security policy groups for each MSRs and Deposit systems) and strong work experience on the said technologies would have delivered. Gurunathan Kanthiah has extensive experience on each of the skills. The primary purpose of the project is to handle the automation to cover different types deposit account transaction without having much knowledge on fidelity/mainframe screens and generate the detailed statement for each transaction and remove hold or pledge which is associated with an accounts and persistant the transactions into fidelity/mainframe without interacting with backend screen. Such a project definition in order to meet the goals and establish clear long-term milestones would indeed need an individual like Gurunathan Kanthiah with a niche combinational skillset of BAS (which is proprietary to HCL) along with USAA Bank Deposit system architecture and Employee channel & its security group of each type of MSRs(Frontline MSR who can serve only on enquiry information of transactions & banking, Consumer fulfilment who can update/perform transactions on behalf of member etc) knowledge. This project will act as centralized repository and library to automate the entire employee channels Deposit stream line and perform different activites like Junit, Mockito, Selenium and we are spending much time in testing application with different categories of MSRs through ReadyAPI, SoapUI, Mocha chai and Cucumber. Each time for performing deposit transactions and reporting we need to process and verify hundreds of screens by updating many fidelity screens manually. Initially implementation of BAS will overcome this drawback by reducing 50% of manual effort as they are automated in this framework. In further enhancements we could reduce total manual effort. Here are few of the advantages. 1. Enormous amount of manual effort will be reduced by providing accurate solutions for application issues. 2. Helps to achieve huge cost reduction. 3. Training to the MSRs on fidelity screen can be reduced since easy user interface of BAS which gives more ROI. 4. No downtime required for integration into ongoing system. 5. Improves more qualities with 100 percent accuracy of transactions and it outcome to generate a clear statements about all transactions on deposit accounts. 6. Closing a secure CD is challenging since there is a chance MSR can missed to settle secure creditcard dues and which will be controlled via BAS automation UI.

* + 1. **Experience Abroad**

Being part of HCL's Innovation and Automation Lab Gurunathan Kanthiah is involved in Research and Development activities of BAS Tool as a Senior Developer. As part of these Research & Development activities Gurunathan Kanthiah developed and customized the BAS to make it externalize and more generic. The same has been successfully integrated with USAA Bank Deposit application Prototype Model in HCL's Innovation/Solution Lab and presented with USAA Bank. Gurunathan Kanthiah has been owner of the Project stream that established the framework and integrated with BAS. He has extensively contributed in design, implementation of REST APIs, New-Web UI and integration with different Enterprise Payment Policy & MM (money movement) service. Gurunathan Kanthiah coordinated with USAA architect, Tech Lead, DBA and finalized the tool & technologies. Gurunathan Kanthiah has in-depth knowledge of the framework architecture and on creation of REST services. Gurunathan Kanthiah has added featured adapters for Fidelity connectivity’s in HCL's Innovation/Solution Lab. Gurunathan Kanthiah added the advanced features and extensions along with client customization in the process of integrating BAS with USAA Bank Deposit Experiences. Gurunathan Kanthiah has in-depth knowledge of the framework's architecture and in integration with USAA Infrastructure Applications.

1. **Job Duties**

Gurunathan Kanthiah will integrate HCL's Rapid Code Generator (RCG) is used to simplify development of advanced and customized technologies like React JS, Redux and Wicket etc., with help of more efficient User Interface techniques like drag & drop, component property settings etc. In real world, Corporate are using many advanced technologies and customized with their industry standards. This will create complexity to the developers for the understanding and initial startup which makes things goes slower to startup the actual business requirements. In order to have tool like RCG will rapidly increase the productivity and better ROI with a single tool for entire development units. Also, provide solutions to avoid redundant coding, making expertise for the beginner of the technologies so quickly and mitigate the bugs at the development stage which will enable more productivity with higher quality. This plugin provides an idea on the scalability of the service integration with newly upgraded systems. This plugin can be configured with any IDE which supports the requested technologies and compatible with all customized environment. Gurunathan Kanthiah will be responsible to modernize all IDEs integrated with customized plugin by leveraging USAA's security policies and guidelines. He will be leading the effort of achieving the existing functionalities and improving features and service efficiency. Gurunathan Kanthiah will analyze the existing IDEs, customized technologies and he will identify the external/internal systems that the service is interacting, prepare high and low-level design plan for implementation using RCG solutions. Gurunathan Kanthiah will perform application system development tasks which include working with user to define system needs, analysis and design application to meet existing system goals, translating logical diagrams into program statements, deploying and implementing packages with adaptors and conducting research in emerging technologies. During this service Gurunathan Kanthiah will design, code, test, debug and document all business and non-business artifacts. Gurunathan Kanthiah will develop test plan and automated test cases for testing in development environment and make sure all test cases reviewed with USAA Quality analysts. Gurunathan Kanthiah will ensure that all the enhancements activities are meeting the USAA Quality Standards along with Security Guidelines.

* + 1. **Specialized Knowledge Required**

To perform the above job duties, Gurunathan Kanthiah will use HCL's proprietary framework named Rapid Code Generator (RCG). Primary focus of this plugin will create easy user interface and integrate with IDEs in order to create customized coding in just drag and drop option. So any developers who are working on customized and advanced technologies like react JS, redux and wicket can be developed in lesser time than manual writing of entire code. By this, developers can spend enough time on fulfilling the business logic/requirements than actual design parts. This plugin allows non-experienced or new joinees to USAA can start up, learn on their own and implement, deliver faster with higher percent of bug free code. This plugin secure the USAA Banking implementation using enterprise security (OAuth 2.0) and USAA's AD Group (Service Accounts) combinations. Functional knowledge on existing IDE plugins, services, Data Sources, security policies and in & out of knowledge on customized technologies used in USAA and baking domain which are majorly required knowledge for performing the above job duties in which Gurunathan Kanthiah got expertized with his work experience with USAA client and HCL.

* + 1. **Why is knowledge of this tool required?**

Knowledge of Rapid Code Generator (RCG) solution to simplify the development of any customized technologies with help of more efficient responsive User Interface techniques like drag & drop, component property settings etc. RCG will rapidly increases the productivity and better ROI with a single tool for entire development units. Client's requirements may change as per their business needs. So, the applications and the services should be built in such a way that they should be accept modifications whenever required. To make the system more generic and dynamic we require reusable components and integrating the same in client's environment without impacting existing architecture of the system. It requires a resource with the expert knowledge in Streaming API, SOAP API, REST API, z/OS Wrapper Services and New-Web etc., It also requires extensive knowledge in all customized technologies, frameworks and domain knowledge in Deposit Experiences. Here are few advantages of this plugin 1. Enormous amount of manual coding will be reduced by easy user interface techniques such as drag and drop option, properties for every components and reusability option menu. 2. Helps to achieve huge cost reductions and project timelines. 3. Training can be less to the developers including beginners since the plugin will give more understanding about all the components and coding with integration of simplified user interface. 4. Can be integrated in any type of IDEs 5. Moderate the implementation time and gives more time to developers on fulfilling business needs. 6. It helps to mitigate the manual errors 7. Helps to increase the USAA coding standards 7. One time implementation will give better ROI to all over USAA hubs.

* + 1. **Experience Abroad**

Being part of HCL's Innovation and Automation Lab Gurunathan Kanthiah is involved in Research and Development activities of Rapid Code Generator (RCG) as a Senior Developer. As part of these R&D activities Gurunathan Kanthiah developed and customized the Plugin to make more flexible and externalize. Being the core designer and Senior developer of USAA deposit projects which are integrated with this plugin advanced solution, Gurunathan Kanthiah has in-depth knowledge of the application's architecture and on creation of featured extensions. While being with HCL Gurunathan Kanthiah has extensively worked and implemented new RCG solution in his innovation assignments among Bank Deposit projects in the process of modernizing Integrated Development Environment. Gurunathan Kanthiah coordinated with USAA architect, Tech Lead, DBA, end users and finalized the tool & technologies. Gurunathan Kanthiah has been owner of the Project stream that established the framework and modernizes Integrated Development Environment for over 29 months. Developed the framework design, mapping creation, execute user interface development activities. Gurunathan Kanthiah has successfully implemented IDE Plugin and achieved the best analytical solution to the project & organization as well.

1. **Job Duties**

Click here to enter text.

* + 1. **Specialized knowledge Required**

Click here to enter text.

* + 1. **Why is knowledge of this tool required?**

Click here to enter text.

* + 1. **Experience Abroad**

Click here to enter text.

1. **Job Duties**

Click here to enter text.

* + 1. **Specialized Knowledge Required**

Click here to enter text.

* + 1. **Why is knowledge of this tool required?**

Click here to enter text.

* + 1. **Experience Abroad**

Click here to enter text.

Please use Addendum A for additional HCL-specialized knowledge job duties that the candidate will perform in the U.S.

1. **Individual HCL Specialized Knowledge**: Please explain in 2-4 sentences why it is critical that this particular candidate be transferred to the U.S. How is this candidate’s individual specialized knowledge of HCL’s proprietary tools, technologies, frameworks, and methodologies unique from others on the team? Please also list any information related to the employee’s role in designing, developing, or customizing a HCL’s proprietary tool, technologies, frameworks, and methodologies.

Gurunathan Kanthiah is the core designer and developer of the proposed application frameworks (BAS – Bank Account Servicing Tool and Rapid Code Generator (RCG)). He has been trained on architect perspective instead of a support person or developer. The architect training is more focused on system building blocks, integration and customization. Whereas a developer training would be focused on supporting the development task. Also, being part of USAA Projects for more than 4 years he is well aware of USAA environment, its security policies and also on USAA specific proprietary tools (AWC Deploy, ACS, ARC, Splunk, Kibana, ReadyAPI, Soap UI Automation, ERDC System and etc). Gurunathan Kanthiah have 29 months of experience in HCL and have worked all these 29 months with USAA clients and have acquired Functional knowledge on corporate system, Banking, Financial and Accounting domains. Also, the USAA knowledge can be only gained through on job training, as all the USAA specific tools and its infrastructure are secured. Gurunathan Kanthiah is an active participant of USAA Bank SGB (Service Governance Board) meetings and was part of the questionnaires’ & interview and captured the customer pain points and proposed the BAS & RCG and approved by Bank SGB team to be rolled out at Bank deposit Projects. The client wants Gurunathan Kanthiah to implement these tasks in production systems which are secured & can be accessed only from USAA premises. Since Gurunathan Kanthiah has extensive Technical and Functional knowledge, he can interact with various Business & Application partners, Bank SGB team, Data Modelers, Enterprise Payment policy hub, Host & Fidelity team and Technical Architects and implement the above said solutions in production system without affecting the business and define high level architecture data flow across the systems. Gurunathan Kanthiah will provide technical expertise to the project team this includes the implementation of solution alternatives identification risks in USAA Client production data.

1. **HCL-Specific Training:**Has the candidate undergone any HCL-specific training? If so, please describe type, length and level of complexity of this training, and provide any documentation available. Please also explain how this training will help in his/her performance in the U.S. position.

**EXAMPLE: The candidate was trained on [HCL TOOL] for six months. The training was very in-depth and included high-level customization and designing of applications. The candidate is one of five members on the team who has received this training.**

Being part of HCL's Delivery and Innovation, Gurunathan Kanthiah has been trained and contributed to Research and Development activities performed using Streaming APIs (KAFKA and MDB), SOAP API, REST API, JSR, SOAP UI Automation, ReadyAPI, Selenium, DB2, Talon (GIT, Docker, Openshift, JBoss etc), PuTTY and other technologies. Gurunathan Kanthiah has outstandingly performed the framework proposal & designed the advanced, secured, customizable & reusable framework solutions 1. BAS - Bank Account Servicing Tool is used to automate the manual transations performed in employee channel which moderate the risk of tax, penalty miscalculations, training in mainframe/fidelity screens etc., and 2. Rapid Code Generator (RCG) is to simplify the development & complexity of customized technologies and moderate bugs and speed up the developers productivity and rich in code quality standards. He has got specially trained on Best Practices to be followed on Framework Generation, Integration and Post Production Support. As part of HCL's Delivery and Innovation, Gurunathan Kanthiah is expertized on how tools and frameworks to be designed, integrated and customized for clients of various domains to address complex business solutions. These trainings include 6 months of classroom and business use cases. Within his 2+ years of service in HCL, he has designed, built and delivered the tools and he excels in upgrading and customizing them to fit the changing requirements of the business teams of different domains.

1. **Supervisor**: Please provide the following information regarding the candidate’s supervisor:
   1. Name of the candidate’s proposed supervisor in the U.S.

Vijay Sureddy

* 1. Job title of the candidate’s proposed supervisor in the U.S.

Senior Project Manager

* 1. Explain how the candidate’s work will be controlled and supervised. Include a description of the amount of time each supervisor is expected to control and supervise the candidate’s work.

Vijay Sureddy will control and supervise Gurunathan Kanthiah on his Onsite Role. Vijay Sureddy will be required to allocate 2-5 hours per week to review certain deliverables from Gurunathan Kanthiah. As the job requires a specialized skillset that Gurunathan Kanthiah possesses & expertized, it would be less hours of the supervision to allocate per week to control work deliverables.

* 1. Will the supervisor be stationed at the same work location as the candidate? If not, please explain how the proposed U.S. supervisor intends to supervise, direct and manage this candidate remotely?

Yes. Supervisor will locate in same place

As the manager, I confirm that the above information relating to the candidate’s proposed role in the U.S. is accurate.

Reporting Manager Name: Vijay Sureddy

Reporting Manager Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date Reviewed:

\*\*\*\*\*I acknowledge that the questionnaire will not be considered “complete” and processing of this case cannot be initiated until all required documents are received by the law firm.☐ Yes ☐ No

**I understand and acknowledge that civil and criminal penalties exist for individuals who knowingly furnish false information or documentation to be used in connection with submissions or representations to the U.S. government. To the best of my knowledge the information and documentation provided in connection with this questionnaire and/or case matter is truthful, accurate, complete and may be relied upon as such by Fragomen, Del Rey, Bernsen & Lowey, LLP.**

**Addendum A**

**Question 2: Client-Specialized Knowledge**

Please use this space for additional client-specific tools that require client-specific specialized knowledge.

1. **Client Tool:** Click here to enter text.
   * 1. **Tool Description**

Click here to enter text.

* + 1. **Job Duty Related to the Tool**

Click here to enter text.

* + 1. **Candidate’s Experience with the Tool**

Click here to enter text.

1. **Client Tool:** Click here to enter text.
   * 1. **Tool Description**

Click here to enter text.

* + 1. **Job Duty Related to the Tool**

Click here to enter text.

* + 1. **Candidate’s Experience with the Tool**

Click here to enter text.

1. **Client Tool:** Click here to enter text.
   * 1. **Tool Description**

Click here to enter text.

* + 1. **Job Duty Related to the Tool**

Click here to enter text.

* + 1. **Candidate’s Experience with the Tool**

Click here to enter text.

**Question 3: HCL-Specialized Knowledge:**

Please use this space for additional HCL-specialized knowledge job duties that the candidate will perform in the U.S.

1. **Job Duties**

Click here to enter text.

* + 1. **Specialized Knowledge Required**

Click here to enter text.

* + 1. **Why is knowledge of this tool required?**

Click here to enter text.

* + 1. **Experience Abroad**

Click here to enter text.

1. **Job Duties**

Click here to enter text.

* + 1. **Specialized Knowledge Required**

Click here to enter text.

* + 1. **Why is knowledge of this tool required?**

Click here to enter text.

* + 1. **Experience Abroad**

Click here to enter text.

1. **Job Duties**

Click here to enter text.

* + 1. **Specialized Knowledge Required**

Click here to enter text.

* + 1. **Why is knowledge of this tool required?**

Click here to enter text.

* + 1. **Experience Abroad**

Click here to enter text.