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| **HCL (Delivery) - L-1B Questionnaire (Self)** |

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| **TABLE A – OFFCIAL DETAILS** | | |
| **Ref.** | **Questions** | **Your Responses** |
| 1 | Employee ID: | 51682840 |
| 2 | PER ID (applicable only for onsite employees): |  |
| 3 | Employee Name as per Pass port: | Gurunathan |
| 4 | Total experience: | 6 Years 2 months |
| 5 | HCL experience: | 2 Years 5 months |
| 6 | Experience in Current project: | 27 |
| 7 | Employee GIS visa request No: | 602485 |
| 8 | Fresh visa request or Visa Extension request: | Fresh visa request |
| 9 | Visa sub category Blanket/Individual: | Blanket |
| 10 | Premium Processing:  (**Not applicable for Blanket applications**) | ☐ Yes  ☐ No |
| 11 | Have you ever received any L-1 Blanket/L-1 Individual denial previously? | ☐ Yes   No |
| 12 | If yes to point 11, please provide the Blanket Registration number, and the date of denial: |  |
| 13 | Official E-mail ID: | [gurunathan\_k@hcl.com](mailto:gurunathan_k@hcl.com) |
| 14 | US Social Security No: |  |
| 15 | Passport No: | L4124581 |
| 16 | Passport Validity: | 04/08/2023 |

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| **TABLE B – HCL EMPLOYMENT DETAILS** | | |
| **Ref.** | **Questions** | **Your Responses** |
| 1 | Current Band at HCL: | E 1.2 |
| 2 | Current Designation at HCL: | Senior Software Engineer |
| 3 | Your Onsite Manager’s full name: | Vijay Sureddy |
| 4 | Your Onsite Manager’s HCL Employee ID & email ID: | 51605481 - [vijay.sureddy@hcl.com](mailto:vijay.sureddy@hcl.com) |
| 5 | Your Onsite Manager’s Contact No.: | +1 (210) 214-0668 |
| 6 | Onsite/Applicant Cost Center Code:  **(Cost Centre to be only in 4000 series)**  **Please note:** Check with your manager or finance team for the Onsite Cost Center Code. If the Onsite Cost Center Code is incorrect the application will not be processed. | 4000116460 |

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| **TABLE C – WORK AND RESIDENCE ADDRESS** | | |
| **Ref.** | **Details** | **Complete Address with Zip code** |
| 1 | **Onsite Work Address (can be client or HCLA address)** | Client Location:  USAA United Service Automobile Association (USAA),300 Convent St, San Antonio, Texas 78205, United States |
| 2 | Onsite Residence Address (in US) |  |
| 3 | Offshore Work Address (In India or your base location where you were working before moving to US) | HCL Technologies Ltd. Av. Acueducto 2100, Colinas de San Javier,  44660, Guadalajara, Jalisco, Mexico |
| 4 | Offshore Residence Address (In India or your base location where you were staying before moving to US) | Calle Ernest Hemingway 462, Patria Universidad, 45119 Zapopan, Jalisco, Mexico |
| 5 | US Client address | **if same as onsite work address then mention same as onsite work address**  USAA United Service Automobile Association (USAA), 300 Convent St, San Antonio, Texas 78205, United States |

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| **TABLE D - HCL PROMOTION DETAILS (From joining date onward)** | | | | | | | |
| **S.No** | **Designation (With in HCL)** | **Job Duties performed** | **Duration** | | **Assured Annual Salary Drawn During this Period** | **HCL Entity Name** | **HCL Worksite Address** |
|  |  | Resume also to be prepared based on the format | From Date  (DD/MM/YYYY) | To Date  (DD/MM/YYYY) | Please indicate the currency. | Please specify the HCL office. | Please specify the HCL office address. |
| 1 | Senior Software Engineer | Yes | 08/05/2017 | 22/06/2018 | INR  ----- | HCL Technologies Limited | HCL Technologies, No 602/3 Elcot Economic Zone, Medavakkam High Road, Sholinganallur, Chennai – 600119 |
| 2 | Senior Software Engineer | Yes | 25/06/2018 | Till Date | MXN  ----- | HCL Technologies Limited | HCL Technologies Ltd. Av. Acueducto 2100, Colinas de San Javier,  44660,Guadalajara, Jalisco, Mexico |

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| **TABLE E- HCL PROPRIETARY TOOLS** | | |
| **Sl No** | **HCL PROPRIETARY TOOL NAME** | **PERCENTAGE OF TIME SPENT ON EACH TOOL** (The total percentages of time listed should equal exactly 100%.) |
| 1 | Bank Account Servicing Tool (BAS) | 65% |
| 2 | Rapid Code Generator (RCG) | 35% |
|  | Total | 100% |

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| **TABLE F – PREVIOUS APPROVAL AND I-94 DETAILS** | | | | | | |
| **Ref.** | **Questions** | **Your Responses** | | | | |
| 1 | All I-797 previous approval details | INS Receipt Number | Start Date | End date | Petitioner Company | |
|  |  |  |  |  |  | |
|  |  |  |  |  |  | |
|  |  |  |  |  |  | |
| 2 | Most Recent/Current I-94 Details: | I-94 Number | | Start Date | | End date |
|  | |  | |  |

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| **TABLE G – TRAVEL HISTORY** | | | | |
| **Visa Type** | **Exact US Entry Dates – MM/DD/YYYY Format** | **Corresponding Passport Page No.** | **Exact US Exit Dates – MM/DD/YYYY Format** | **Corresponding Passport Page No. (India entry stamp related to the US exit date)** |
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| **TABLE H – SUPPORTING DETAILS** | | | | |
| **Ref.** | **Questions** | **Your Responses** | | |
| 1 | Have you ever applied for Green Card? If “YES” please provide the Green Card job Title with date of filed on (MM/DD/YYYY) and Now what stage (Please select one and with proof of documents like PREM Certification, I-140 Approval and I-485 stage document) | Green Card Filed (YES/NO) | NO | |
| Green Card Job Title |  | |
| Date of PERM Filing |  | |
| GC STATUS | APPROVED | PENDING |
| PREM |  |  |
| I-140 |  |  |
| I-485 |  |  |

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| **TABLE I - L-1B SPECIALIZED KNOWLEDGE** |

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.

**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.

**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. **Consulate**: Please provide the address of the consulate from which the employee will apply for an L-1B Blanket visa, if outside India.

Calle Progresso 175, Americana, 44100 Guadalajara, Jalisco, Mexico.

1. **Employee’s Industry Knowledge**: Please provide the industry in which the employee has predominantly worked.

Gurunathan Kanthiah possesses 2+ Years of Professional experience in USAA Projects which made him aware of USAA environment, its security policies and on USAA specific proprietary tools (AWC Deploy, ACS, ERDC, ARC, Kibana, Splunk, ReadyAPI and SoapUI Automation). Gurunathan Kanthiah has overall 6+ years of experience in software development and 2+ years of experience in HCL as a technical developer and has worked the entire years of experience with USAA clients and has acquired Functional knowledge on corporate system, Banking, Financial, Accounting domains, Release management process, and Business requirements lifecycle. He has been trained and contributed to Research and Development activities performed using Selenium, Junit, REST Assured, SOAPUI, and Ready API, New web, HTML 5, REST Services, DB2, Talon (Docker, GIT, OpenShift etc.) and other technologies. He has extensive experience in frameworks such as Java and J2EE Technologies, PS (Presentation Services), Apache Wicket, Hibernate, Struts 2.0, JavaScript, REST API and Service Automations. He has got specially trained for 6-8 months on Framework Architecture and design capabilities to be followed on building the framework, Integration and Postproduction Support. As part of HCL's Innovation Lab, Gurunathan Kanthiah is expertise on how tools and frameworks to be designed integrated and customized for clients of various domains to address complex business solutions. Within his 2+ years of service in HCL, He has designed, built and delivered the tools and he excel in upgrading and customizing them to fit the changing requirements of the business teams of different domains. Expertise in the various areas of Software Design, Development and Testing in Web Oriented / Enterprise Oriented Environments having gained a thorough knowledge in execution and implementation of various projects

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)**:

United Services Automobile Association (USAA), 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 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 of 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 transaction. 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. **HCL-Specialized Knowledge**: Please complete the questions below, using a separate sheet, if needed, and please include **as much detail as possible**. Please focus on the **four (4)** HCL proprietary processes and methods in which you possess specialized knowledge. **DO NOT** provides specialized knowledge of “generic” HCL tools (listed at the end of the questionnaire) or client tools. This may delay the processing of your case.
2. **HCL specialized knowledge proprietary process or methodology:** Please provide the name of the HCL proprietary process or methodology in which the employee has specialized knowledge. What knowledge of HCL, within Delivery, have you gained while working at HCL outside of the U.S.?
   1. **Description of the HCL specialized knowledge process or methodology:** Please provide a detailed description of how you gained specialized knowledge of HCL’s processes and methodologies as it relates to your Delivery function.

Bank Account Servicing Tool - BAS is an Automation Financial power Engine Framework architecture that provides more structured and comprehensive design to perform numerous financial activities of USAA Bank deposit application flow. The tool offers the most comprehensive application and modernization services to make business more agile and help it scale which includes legacy revitalization and cloud assessment & migration. It helps our customers to automate the manual MSR process such as removing hold or pledge, partial withdraw, partial deposit and closing a CD on or before the maturity period. BAS can reduce lot of manual task has been processed by MSRs, mitigate manual error on calculating penalties, taxes etc. and required less trainings to MSRs since tool has effective and responsive user interface. Domain and Functional knowledge on Corporate, Banking, Financial and Accounting systems which are critically required knowledge to perform the mentioned job duties in which Gurunathan Kanthiah got extensive skill with his 2+ years of work experience with USAA client and HCL. Gurunathan Kanthiah has played a key role in development and implemented the REST APIs to automate fidelity transactions, New-Web UI, integrating with different EPP services and extensions for BAS Automation Financial power Engine Framework which is a majorly required knowledge and skill set for performing the mentioned job duties. This is the most essential knowledge for automating fidelity transactions, monitoring the behaviors, achieving the desired performance and to troubleshoot the application issues. Gurunathan Kanthiah has enabled the advanced external system integration capabilities in BAS to achieve the reusability of various components for different application layers and systems. Extensive knowledge of BAS is required to perform different fidelity transactions, automated testing, performance measure and integration with external systems throughout the deposit application flow. BAS Automation Financial power Engine Framework knowledge is highly required to create the individual, reusable and easily integrate able components with any system.

* 1. **Employee’s proposed job duties in the U.S.:** Please share 4-8 job duties which the employee will perform in the U.S. that will utilize the specialized knowledge you have gained in your Delivery function at HCL outside of the U.S. Please also indicate the percentage of time the employee will spend performing the duties on a daily basis.

Gurunathan Kanthiah will be responsible to build the new tool BAS (Bank Account Servicing Tool) which will be built out of HCL's Automation Financial power Engine Framework with USAA's Bank deposit Applications by leveraging USAA's security policies, standards, compliance and guidelines. Gurunathan Kanthiah will own and assist in requirements gathering, analysis, preparing low level and high-level design of interfaces for customization and integration of Automation Financial Power Engine Framework with USAA's Bank Deposit Applications. Gurunathan Kanthiah will serve as a Lead of a project team or as an individual contributor when assigned. Gurunathan Kanthiah will collaborate with USAA and its partners on complex, global or strategic development projects to identify and address interfacing functions and applications. Gurunathan Kanthiah will perform application system development tasks which include working with users to define system needs, analyze and design applications to achieve better user experience, translate logical diagrams into program statements, deploy and implement packages and conducting research in emerging technologies. Gurunathan Kanthiah will interact with Business and Application Partners, USAA Deposit Domain Advisory Group, Data Modelers, Deposit application User Interface Designers and Technical Architects to define detailed hierarchy level architecture and data flow across the system. Gurunathan Kanthiah will create the data foundation layer with Automation Financial Power Engine Framework which publishes data to fidelity system. Gurunathan Kanthiah will design, code, test, debug, review and document all the business and non-business artifacts. Gurunathan Kanthiah will develop test plan and automation test cases for testing in development environment and share the same with USAA Quality Analysts. Automation Financial Power Engine Framework integration into USAA Bank Deposit Application Systems is one of the most awaited proposal from USAA client for comprehensive, derived automate transaction and one stop place to achieve different types of account management, which helps to stop manual process of MSR to perform financial transaction on CDs with more accuracy in deduction of tax and penalty calculations and integration with external systems throughout the deposit application flow. Gurunathan Kanthiah will ensure all the creation and enhancement activities are meeting the USAA Quality and Security standards.

* 1. **Employee’s job duties performed outside the U.S.:** Please share 4-8 job duties explaining how you gained specialized knowledge of HCL’s process and methodologies as it relates to your Delivery function.

Being part of HCL's Innovation and Automation Lab Gurunathan Kanthiah is involved in Research and Development activities of BAS 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. **Employee’s current job duties in the U.S. (\*Required only for extension cases\*):**

Please share 4-8 job duties which the employee is currently performing in the U.S. that require utilization of the above HCL proprietary processes or methodologies, as it relates to your Delivery function. Please use layman terms and not technical terms. Please also note that “use” or number of years of experience is insufficient. Please provide specific day-to-day job duties to be performed with this tool.

Click here to enter text.

1. **HCL specialized knowledge proprietary process or methodology:** Please provide the name of the HCL proprietary process or methodology in which the employee has specialized knowledge. What knowledge of HCL, within Delivery, have you gained while working at HCL outside of the U.S.?
   1. **Description of the HCL specialized knowledge process or methodology:** Please provide a detailed description of how you gained specialized knowledge of HCL’s processes and methodologies as it relates to your Delivery function.

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 PCT 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. **Employee’s proposed job duties in the U.S.:** Please share 4-8 job duties which the employee will perform in the U.S. that will utilize the specialized knowledge you have gained in your Delivery function at HCL outside of the U.S. Please also indicate the percentage of time the employee will spend performing the duties on a daily basis.

Gurunathan Kanthiah will be responsible to build a new tool for USAA applications using the HCL’s Rapid Code Generator (RCG) by leveraging USAA's security policies, standards, compliance and guidelines. Gurunathan Kanthiah will own and assist in requirements gathering, analysis, preparing low level and high-level design of application for customization and integration of plugin with USAA Integrated Development Environment. Gurunathan Kanthiah will serve as a Lead of a project team or as an individual contributor when assigned. Gurunathan Kanthiah will collaborate with USAA and its partners on complex, global or strategic development projects to identify and address interfacing functions and applications. Gurunathan Kanthiah will perform application system development tasks which include working with users to define system needs, analyze and design applications to achieve better user experience, translate logical diagrams into program statements, deploy and implement packages and conducting research in emerging technologies. Gurunathan Kanthiah will interact with Business and Application Partners, USAA Deposit Domain Advisory Group, Data Modelers, User Interface Designers and Technical Architects to define detailed hierarchy level architecture and data flow across the system. Gurunathan Kanthiah will design, code, test, debug, review and document all the business and non-business artifacts. Gurunathan Kanthiah will develop test plan and automation test cases for testing in development environment and share the same with USAA Quality Analysts. Integrating PCT into USAA Integrated Development Environment tools is one of the most awaited proposals from USAA client for comprehensive, one stop place to achieve different types of customized technologies all over USAA developers, which simplifies the development effort, outcome of higher accuracy and easy learning for developers though who are new to the technologies and customization and it will cover all domains not only deposits. Gurunathan Kanthiah will ensure all the creation and enhancement activities are meeting the USAA Quality and Security standards.

* 1. **Employee’s job duties performed outside the U.S.:** Please share 4-8 job duties explaining how you gained specialized knowledge of HCL’s process and methodologies as it relates to your Delivery function.

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 lead 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 27 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. **Employee’s current job duties in the U.S. (\*Required only for extension cases\*):**

Please share 4-8 job duties which the employee is currently performing in the U.S. that require utilization of the above HCL proprietary processes or methodologies, as it relates to your Delivery function.. Please use layman terms and not technical terms. Please also note that “use” or number of years of experience is insufficient. Please provide specific day-to-day job duties to be performed with this tool.

Click here to enter text.

1. **HCL specialized knowledge proprietary process or methodology:** Please provide the name of the HCL proprietary process or methodology in which the employee has specialized knowledge. What knowledge of HCL, within Delivery, have you gained while working at HCL outside of the U.S.?
   1. **Description of the HCL specialized knowledge process or methodology:** Please provide a detailed description of how you gained specialized knowledge of HCL’s processes and methodologies as it relates to your Delivery function.

Click here to enter text.

* 1. **Employee’s proposed job duties in the U.S.:** Please share 4-8 job duties which the employee will perform in the U.S. that will utilize the specialized knowledge you have gained in your Delivery function at HCL outside of the U.S. Please also indicate the percentage of time the employee will spend performing the duties on a daily basis.

Click here to enter text.

* 1. **Employee’s job duties performed outside the U.S.:** Please share 4-8 job duties explaining how you gained specialized knowledge of HCL’s process and methodologies as it relates to your Delivery function.

Click here to enter text.

* 1. **Employee’s current job duties in the U.S. (\*Required only for extension cases\*):**

Please share 4-8 job duties which the employee is currently performing in the U.S. that require utilization of the above HCL proprietary processes or methodologies, as it relates to your Delivery function. Please use layman terms and not technical terms. Please also note that “use” or number of years of experience is insufficient. Please provide specific day-to-day job duties to be performed with this tool.

Click here to enter text.

1. **HCL specialized knowledge proprietary process or methodology:** Please provide the name of the HCL proprietary process or methodology in which the employee has specialized knowledge. What knowledge of HCL, within Delivery, have you gained while working at HCL outside of the U.S.?
   1. **Description of the HCL specialized knowledge process or methodology:** Please provide a detailed description of how you gained specialized knowledge of HCL’s processes and methodologies as it relates to your Delivery function.

Click here to enter text.

* 1. **Employee’s proposed job duties in the U.S.:** Please share 4-8 job duties which the employee will perform in the U.S. that will utilize the specialized knowledge you have gained in your Delivery function at HCL outside of the U.S. Please also indicate the percentage of time the employee will spend performing the duties on a daily basis.

Click here to enter text.

* 1. **Employee’s job duties performed outside the U.S.:** Please share 4-8 job duties explaining how you gained specialized knowledge of HCL’s process and methodologies as it relates to your Delivery function.

Click here to enter text.

* 1. **Employee’s current job duties in the U.S. (\*Required only for extension cases\*):**

Please share 4-8 job duties which the employee is currently performing in the U.S. that require utilization of the above HCL proprietary processes or methodologies, as it relates to your Delivery function.. Please use layman terms and not technical terms. Please also note that “use” or number of years of experience is insufficient. Please provide specific day-to-day job duties to be performed with this tool.

Click here to enter text.

**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 knowledge while in the Delivery function unique from other members in the same or similar role?

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 2 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 27 months of experience in HCL and have worked all these 27 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 DSH & PCT 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 Onsite Manager**: Please provide the following information regarding the candidate’s supervisor:
   1. Name of the candidate’s proposed HCL Onsite 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 skill set 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. He will locate in same place