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June 5, 2018

United States Citizenship and Immigration Services   
USCIS Service Center

Re: RAJIV CHAUDHURI

Dear Officer:

I offer this letter to detail the conditions of the direct employment of RAJIV CHAUDHURI.

**Employment With Cognizant**

*Selection of Employees and Control of Work*

Cognizant is not a staffing agency. Rather, Cognizant designs, implements, and maintains large technology systems for its clients, many of which are Fortune 100 companies. To accomplish what are frequently multi-million dollar projects, we perform a significant amount of work in-house at Cognizant offices but it is often necessary to also have a number of Cognizant employees perform activities on-site at Client locations. When Cognizant employees are placed at a Cognizant client's worksite, the Client is not in any way their employer. At all times, Cognizant remains the sole and direct employer, and has control over the work of its employees. It is Cognizant that selects which of its employees will conduct work activities at a Client's worksite, determines what activities those employees will perform, and directly supervises and controls the work of those employees. At all times, Cognizant is responsible for paying salaries, benefits, and expenses for those employees. The Client does not employ those individuals nor does the Client in any way function as their employer.

*Performance Reviews*

The Performance Management Process at Cognizant is a structured, formal interaction between an employee and his or her manager. This process includes evaluating performance against set objectives and competencies applicable for that role, providing performance feedback, identifying development needs, and setting goals for the future. This on-going performance communication takes place between the employee and that employee's manager, which results in a performance rating for the employee. The objective of the Performance Management Process is to fuel the success of Cognizant and its employees.

*Supervision*

Cognizant is among the majority of U.S. businesses that permit employees to work remotely, e.g., from their home and/or a client worksite. For the entire duration of the employment, Cognizant maintains its employer-employee relationship with all Cognizant employees, including those who may work remotely, through the managerial control that Cognizant exerts over its employees. Such Cognizant supervisory control over employees encompasses many levels of authority, including hiring/firing employees, assignment deployment/re-deployment, productivity, desired outcomes, and actual processes and tools. Cognizant also assumes all responsibilities of an employer, including the payment of wages, the withholding of payroll taxes, the payment of federal and state taxes for unemployment, and other similar legal requirements. In the course of controlling the work activities of employees, Cognizant managers use a multitude of communication media and tools, including reporting and meetings, in person or through technology, such as video conferencing, desktop video, VoIP, mobile phones, and instant messaging, as well as through Cognizant systems and tools.

**Associate's Work Activities**

RAJIV CHAUDHURI’s work activities will include:

* Work with product owners, business team other development team members to determine new features and user stories needed in large/complex development projects as part of the requirements gathering activity. Author, review and update documentation in support of building and maintaining project artifacts. This includes detailed requirements specifications, implementation guides, architecture diagrams and design documents.
* Implement and develop scalable complex application functionalities (both on-premise and AWS cloud native aware) using programming languages-  Java 8, J2EE 5, XML, XSLT, DTD, XSD; Frameworks - Spring Boot (for Cloud native aware and micro-service), Spring (Core, REST, MVC, Gunfire, LDAP, Web Services, AOP modules, Hibernate (ORM), OXM (Castor, JiBX, JAXB, JAXP), Apache POI, and other open Source API(s).  Build reusable components and design the custom framework using different open source API.
* Implement and develop Web (2.0) UI responsive functionalities using Angular, TypeScript, JavaScript, jQuery, Bootstrap CSS framework
* Involved in discovery session, perform research and development and develop proof of concept module functionality to integrate with application.
* Follow the Test-Driven Development (TDD) and business driven development (BDD) approach and develop test framework using Cucumber, JUnit, Spring Test, Mockito and execute the unit tests and automation test as part of the build cycle. Use standard quality tools Sonar, CAST, and Fortify to measure code quality and metrics and ensure that the application meets the high standard defined by the Client and internally at Cognizant.
* Write performance scripts using JMeter and run performance tests scripts ensuring the application is adhering and meeting the performance benchmark based on peak load of the session, by fine tuning the application including JVM OPTS settings and tuning the code.
* Tools will be used for his day to day ongoing development and other activity – Eclipse, Spring Tool Suite, TIBCO EMS (GEMS), JMeter, SOAP UI, Putty, GIT, Stash, SONAR, CAST, Jenkins, Beyond Compare, JIRA, Confluence, RSA, and Citrix Receiver.
* Learn and study new upcoming technologies and apply the same for application and get certified on technology provided by Cognizant internal Academy as well as external certification provider through exam.

Cognizant's practice of entering into MSAs and other contractual agreements that are under the governance of the relevant MSA, with our clients is premised on a host of business reasons. Many of these business and legal considerations serve as the underlying basis for the validity period of the agreement, which may not be representative of the full length or duration of our client relationship and Cognizant's provision of services. Indeed, most of our short term agreements entered into under the governing MSA are renewed subsequent to negotiations with our clients, either prior to or after the expiration of the existing short term agreement. One consideration for Cognizant limiting the validity of a customer agreement is risk of payment default, specifically bankruptcy where a court could require that Cognizant continue to provide services if our agreement is in effect on the date the of bankruptcy petition filing. Another example involves a warranty that begins only once the specified phase of the work is completed whereas a longer duration agreement would essentially extend the warranty to the interim services which is not commercially reasonable for Cognizant.

Please feel free to contact me for additional information. Thank you.

Sincerely,

Pradeep Vijayan   
Architect - Technology   
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