



Capgemini America, Inc.
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May 12, 2022

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

Dear Sir or Madam:

Capgemini is a global leader in consulting, digital transformation, technology and engineering services with a workforce of 325,000 team members operating in more than 50 countries worldwide. A deeply multicultural organization, Capgemini has a significant presence in North America, France, UK, Ireland and the rest of Europe, Asia-Pacific, and Latin America, and has developed its own way of working, the **Collaborative Business Experience™**, and draws on **Rightshore®**, its worldwide delivery model. Capgemini is at the forefront of innovation to address the entire breadth of our clients' opportunities in the evolving world of cloud, digital and platforms. On a global basis at the end of 2021, the Company has global revenues of approximately USD \$19.7 Billion. Domestically, the main North America entities Capgemini America, Inc., Capgemini Solutions Canada Inc., and Capgemini Canada, Inc. employ nearly 20,000 (consolidated) professionals and gross over \$5.7 Billion annually.

As a strategic partner to companies, Capgemini enables organizations to realize their business transformation from strategy and design to managing operations for more than 50 years. We offer an array of integrated services that combine top-of-the-range technology with deep industry expertise and a strong command of fast-evolving fields such as Cloud, Data, Artificial Intelligence, Connectivity, Software, Digital Engineering and Platforms. In addition, Capgemini is driven by the conviction that the business value of technology comes from and through people. In March 2022, 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 10th consecutive year being recognized for its commitment to ethical business practices and we are one of only four honorees in the Consulting Services industry.

We are submitting this letter in support of **Rajneesh Hajela's** H1B application.

Rajneesh Hajela will be assigned to perform work as an **Application Consultant 2** with our client – **Meijer Inc** Furthermore, **Rajneesh Hajela** 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, **Rajneesh Hajela** will report to a Capgemini Manager who will be supervising and controlling **Rajneesh Hajela'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, **Cory Opp** I can confirm that **Rajneesh Hajela's** professional services are expected to be valuable to Capgemini's ability to fulfill its contractual obligations to the end-client.

JOB DESCRIPTION: While working on this project, **Rajneesh Hajela** will perform the following professional activities:

Detailed job description	% Time Involved
Collaborate with Meijer LOB leads, Business Owner and other client vendors to determine functional and nonfunctional requirements for new software applications. Participate in SAFe agile ceremonies like – a. PI planning b. Scrum Meetings	20
Coordination with Tech leads and offshore team and Periodic reporting to client and Capgemini leadership	25
Develop the code as per feature and user stories requirement	20
Anticipate and identify client issues /concerns and propose /advice as appropriate.	15
Groom the user stories and feature in each sprint	15
Attending meeting on product improvement initiative	5

As the duties **Rajneesh Hajela** 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, **Rajneesh Hajela** is expected to be assigned to **Meijer Inc** project to perform work at the following address(es) during the duration of the requested H-1B period:

Client Location: USA

Insert Complete client address:2929 Walker Ave NW,Grand Rapids,MI 49544, USA

Capgemini confirms that while the Beneficiary may be routinely assigned to work at specific client projects, the Beneficiary's employment with Capgemini as an **Application Consultant 2** is not tied to a particular client or a particular project. Instead, Capgemini has an ongoing need for the Beneficiary and for **Application Consultant 2** employees like the Beneficiary and maintain a staff of professional, experienced **Application Consultant 2** 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 **Rajneesh Hajela** career with the company. **Rajneesh Hajela** has been an employee of Capgemini since 13-Nov-2017 taking on progressively more complex and responsible roles.

Like other Capgemini employees, **Rajneesh Hajela** will be reporting and working directly under the supervision of a Capgemini manager, specifically Cory Opp senior Manager, who will be directly responsible for providing **Rajneesh Hajela** access to the work locations and systems, assigning work, monitoring and approving work products, administering time and pay, and assessing performance. **Rajneesh Hajela** 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 **Rajneesh Hajela's** employment.

Rajneesh Hajela 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 **Rajneesh Hajela** to another project or worksite location.

Rajneesh Hajela is eligible for usual corporate benefits such as health insurance, paid vacation, etc. (please see attached benefits information). **Rajneesh Hajela** is uniquely well qualified for continuing the position of **Application Consultant 2** with Capgemini.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Cory Opp", written over a horizontal line.

Cory Opp
Account Engagement Manager
Capgemini America, Inc.