Cognizant

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20 January 2016

United States Citizenship and Immigration Services
USCIS Service Center

Re: Sai Krishna Velpula

Dear Officer:

This letter details the conditions of the direct employment of Sai Krishna Velpula by Cognizant Technology Solutions U.S. Corporation ("Cognizant"), which has filed an H-1B petition with the U.S. Citizenship and Immigration Services ("USCIS") on his behalf.

Employment with Cognizant

The Performance Management Process at Cognizant is a structured formal interaction between an employee and {his/ 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. The on-going performance communication takes place between the employee and that employee's manager, which results in a performance rating for the employee. As Sai Krishna Velpula's Cognizant manager for this U.S. assignment, I will evaluate his job performance. The objective of the Performance Management Process is to fuel the success of Cognizant and its employees.

Cognizant is among the 80% of U.S. businesses that permits employees to work remotely, e.g., from an employee's home and/ or a client worksite. Throughout Cognizant maintains its employer-employee relationship with all Cognizant employees, including those who may work remotely, through the managerial control that Cognizant generally exerts over its employees. Such Cognizant supervisory control over employees encompass many levels, including hire/ fire, assignment deployment/ re-deployment, productivity, desired outcomes, and actual processes and tools. As well, Cognizant 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.

Sai Krishna Velpula's work activities will include:

- As a senior resource responsible for End to End project Delivery.
- Attending requirement analysis session with Business Analyst (BA)/Account Manager (AM) and assist the Business Analyst/Account Manager (AM) in constructing functional and non-functional requirements.
- Have requirement review meeting with project team and help them in understanding the require ment and raise their clarification if any to the Account Manager.
- Responsible for effective communication between the project team and the Business Analyst (BA) / Account Manager (AM).
- Provided day to day direction to the project team and regular project status to the Manager.
- Responsible for application development using Web Frameworks and technologies.
- Experienced in HTML/HTML5, CSS/CSS3, JavaScript, Knockout JS, Angular JS, JQuery, Ajax, Adobe and Other Technologies.
- Worked on the internationalization of the tools/modules.
- Experience in performing development using JavaScript ES6, React JS, Redux, Flux, Node JS, B ootstrap, SASS, LESS.
- Responsible for Unit testing and Integration testing in Development phase and Bug Fixing in UAT environment.
- Responsible for mentoring juniors and conducting awareness and training sessions.

Please feel free to contact me for additional information.

Sincerely,

(Signature)

Naga Sasi Kiran Uppalapati
Sr. Manager Projects
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