Cognizant

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22 December 2016

United States Citizenship and Immigration Services
USCIS Service Center

Re: Vijayakumar Selvaraj

Dear Officer:

This letter details the conditions of the direct employment of Vijayakumar Selvaraj 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 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 Vijayakumar Selvaraj'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.

Vijayakumar Selvaraj's work activities will include:

1. Desktop/Mobile Application Design and structure:
- Technology stack: HTML 5, CSS 3, JavaScript, JQuery, RWD, Angular JS.
- Create the detailed application design structure using Angular JS.
- Integrating the new tools/module in the existing system.
- Identify the technical difficulties/risks for cross browser pages.
- UI and Accessibility consultation
- Gathering Requirements, Identifying the Front End Technical stack,
- Creating UI/HTML templates and pages with W3C and WCAG (Accessibility) guidelines.

2. Web/Mobile Application Development:
- Work on existing framework with UI tools
- Solve the JavaScript/UI technical problems faced by team.
- Code reviews for the code developed by team members
- Integrate the modules/code developed by team with existing system.
- Bug fixing or implement changes in existing system.
- Creating dynamic pages using JavaScript and frameworks like (Angular JS, JQuery).
- Creating Responsive web page using RWD standards using Bootstrap (LESS and SASS).
- Creating accessible page using accessibility standards like WCAG.
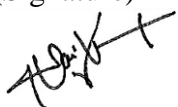
3. Web/Mobile Application Rollouts/Distribution:
- Make sure all pieces and tools are working fine before rolling out the App/site refresh, on
- Update the push list - list files/tools/modules changed.
- Solve the problems or issues if there are any after the actual rollout.
- Work on the change request, or emergency bug fixes in case of production issues.
- Responsible for overseeing the Quality procedures and web standards.

Please feel free to contact me for additional information.

Sincerely,

Sincerely,

(Signature)

Naga Sasi Kiran Uppalapati
Sr. Manager Projects
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