HCL AMERICA, INC.

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330 Potrero Avenue, Sunnyvale, California 94085 - 4113 U.S.A.

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Sep 17, 2021

To,

U.S. Department of Homeland Security,
U.S. Citizenship and Immigration Services,
California Service Center

RE: Additional Information Related to the H-1B Petition Filed on behalf of Srikant Kumar

Dear Officer:

My name is Ketan Ahirrao and I serve as Senior Technical Manager at HCL America, Inc. ("HCL").

I am confirming the following information, related to the H-1B petition filed for the above mentioned beneficiary.

- **Work Location**

The beneficiary will be working under my supervision at the following address.

> Toyota Motor Credit Corporation,
> Work Location Address: 6565 Headquarters Dr, Plano, TX 75024

- **Assignment Duration**
    - The beneficiary position exists till 2024 (MSA/SOW Expiry Date) and is required to work out of the Client Location. (Toyota Motor Credit Corporation, Work Location Address: 6565 Headquarters Dr, Plano, TX 75024)

- **Supervision & Control**

The Beneficiary will work for 40 hours each week under my exclusive control and supervision for the period of assignment as stated above.

HCL America as an employer will be responsible for all the terms and conditions of the beneficiary's work including hiring, supervision, compensation, termination and will control the Beneficiary's day-to-day work.

The end-client will not have the authority to contract out the beneficiary's services or assign the beneficiary a different employer. The end-client do not have any control over the beneficiary.

Supervision is done daily through daily reports, exchange of emails, review / one to one telephone calls, weekly logs & assignment emails.

For the duration of assignment, the beneficiary will periodically submit timesheets through an internal tool

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called Time Sheet Management System (TSMS – aka as iTime).

HCL America hires, pays, and has the ability to fire the beneficiary. All full employment benefits will be provided to the beneficiary.

Please refer the attachment titled "Your Customized Benefits Plan at HCL America Inc." for details on the benefits provided to these candidates. They would be employees of HCL America Inc.

This benefits will be governed by HCL America policy and governed by HCL America only.

The beneficiary is communicated regularly about the services / tasks required to be completed and the target deliverables, time-based.

HCL America has a very clear and transparent guidelines and framework for services delivery and all assignments are implemented within that framework.

Once an assignment is assigned, the supervisor monitors, advises and guides the beneficiary through multiple avenues to ensure that the task is delivered as per guidelines and within the timelines defined. If there are any gaps or slippages, then the supervisor immediately makes amends through corrective & preventive measures and ensure that all stakeholders are involved.

HCL will be the exclusive source of all instrumentalities, technical support, and tools required to perform the duties associated with a Systems Analysts role. The beneficiary's job performance will be reviewed by Mr. Ketan Ahirrao (Onsite Manager)

The beneficiary will participate in regularly scheduled virtual meetings with Mr. Ketan Ahirrao (Onsite Manager) and will meet in person when both are present in the office, in addition to meeting in person with other supervisors within the Services group. Mr. Ketan Ahirrao will hold regular reviews and status meetings with the beneficiary and will provide ongoing guidance regarding performance of his job responsibilities.

HCL will control and supervise all aspects of his work, retain ultimate authority regarding all aspects of his work, including promotions, salary increases, hiring and firing. The beneficiary will be compensated for his services exclusively by HCL.

- **Services Provided**

  The beneficiary will provide services to Toyota Motor Credit Corporation while working out of the above-mentioned location.

Project Description:

Toyota Financial Services (TFS) use a accounting system called TFS Real-time Network. This software has been extensively customized by Toyota Financial Services. It is an on-line system that allows users to process transactions and to view the results of these transactions as they occur. A batch update cycle is performed daily and/or nightly in which the day's transactions update the shareholder account records. Nightly processing also includes dividend accruals, commission calculations, and the preparation of numerous reports and forms (i.e., confirms letters, etc.).

TFS Real-time Network accepts four forms of input: data transmissions, manual data entry including user run macros, Voice Response Unit (IVR), and Internet Server. Manual data entry may be transferred from a

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number of graphical user interface applications. Input consists of transactions broadly classified as subscriptions, redemptions, exchanges, transfers, and account maintenance.

Data transmissions are processed through activities and drivers that perform basic edits and validations and format the data for input to TFS Real-time Network. Edits for invalid account numbers, fund numbers, and non-numeric data in the dollar and share data fields are performed. The activities and drivers create reports showing accepted and rejected transactions, and accepted items are forwarded to TFS Real-time Network for on-line updating.

Approximately 20 different types of transactions are received from NSCC, including Fund/SERV and non-monetary broker-controlled transactions. NSCC transmissions are received and processed initially by the Order Processing System (OPS). An OPS is the system that controls and maintains information flowing between NSCC and TFS Real-time Network. On-line transactions are handled by the Wire-Order Interactive Network (WIN) system in OPS. Two daily OPS batch cycles (before and after the TFS Real-time Network nightly cycle) control the batch transaction processing, as well as the reporting functions. After TFS Real-time Network cycles are completed, OPS transmit trade information back to NSCC after the new Fund/SERV files have been received.

The various business departments' processors manually enter data into GUI Client/Server or mainframe applications. The data is subject to edits and validations by the GUI or TFS Real-time Network applications. TFS Real-time Network checks for invalid account numbers or fund numbers, non-numeric data in dollar and share data fields, and the existence of an imaging document number.

TFS Real-time Network system is tightly integrated with mainframe system for backend support and facilitates the transaction between the Toyota Financial Services (TFS) legacy mainframe and other system. TFS Real-time Network also integrates with FileNet Imaging Application which is a mission critical application. TFS Real-time Network also integrates with apps like Looking Glass and GPS (Group Plan System), 529 & DST.

- **Job Description**

Sl No	Job Duties	Percentage of Time
1	Software Development, Code Review	30 %
2	Testing and Pre/Post Implementation Activities in Client Environment	25 %
3	Addressing Business Critical Issues, ON-CALL & Continual Process Implementation	20%
4	Implementing HCLT's Propriety Process and Tools	25%

 Following is the detailed itinerary of the beneficiary for the entire validity period requested:

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Based on the specific assignments and according to the targets and timelines in the project plan, Mr. Srikant Kumar will perform the following duties:

- Business Analysis Activity, which brings responsibilities to document customer business processes, workflows and system requirements and business rules (US govt. Regulations) required for solution. It also includes, maintaining business requirements and functional specifications and partnering closely with business stakeholders to achieve consensus on major project deliverables.
- Core member of the TFS Real-time Network project team to development and develop TFS Real-timeNetwork applications on top of FileNet API's and integrate the workflow.
- Analyze the system as per business requirement and provide feedback. Create and maintain documentation, development and integration of the application with GUI application.
- Development and develop proof of concepts for any major change request and demonstrate the same tobusiness stake holders to get approvals.
- Code review of the team members and ensure that proper guidelines and framework has been followed in order to implement the latest technology.
- Perform detailed development, development and assist offshore and client in development, integrationand deployment of the product.
- Identifying the bottleneck of the application and fine tuning the system for better performance.
- Preparing performance test specification and test plan.
- Interaction with client during document and development work.
- Interaction and coordination with offshore team, reviewing the deliverables from the offshore before sending it to the client for approval.
- Troubleshooting and providing solution to the critical issues.
- Project planning, scheduling, project estimation, project monitoring, reporting project status and issues to the client.
- Preparing requirement specification document, tracking of the project progress, reviews and enhancement of the code from offshore.
- Preparation of the project documents, interaction with onsite and offshore team in resolving their problems.

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➢ Coordination with operations for deploying services into production, providing release support, feature implementation, defect fixing, coordination with support team to resolve customer issues, preparation of functional specification.

➢ Preparation of test plan, test case and tracking and closing the issues logged by the end customer.

➢ Support functional testing as well as regression testing for the project, planning of the development work and interaction with the offshore team in HCL

➢ Knowledge transfer to the offshore team, working with the team to get the release of any service deployed, code reviews, functional reviews, estimation of the defect volumes and work distribution criteria between offshore and onsite team as well as defining different metrics.

➢ Handling all kind of escalation, client meetings, identification of new opportunities, and execution of smooth release transition.

➢ Oncall support for batch and online TFS Real-time Network and OPS application.

➢ Preparing and sending out the weekly status report to the client and HCL managers.

Period of Service	Service Engagement Details	Percentage of Time	Project/Location
Oct 2021 to Jan 2022	**1. Software Development:** • Understanding the regulatory guidelines for interpreting/transforming it to technical requirements preparing project system specification documents including functional and non-functional requirements. • Development of complex, global or strategic development projects. Identify and address interfacing functions and applications. • Development, development, Production parallel run, checkout and implementation of application. • Researches available source tools and emerging technologies to provide innovative solutions to application systems.	30%	Project Name: **Regulatory Year End Processing for tax Year 2021** Work Location Address: **Toyota Financial Services 6565 Headquarters Dr, Plano, TX 75024**

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	- Perform application systems development tasks which include working with users to define system needs, analyzing and developmenting applications to meet user needs, development and review Technical/Functional documents and provide sign off, preparing flowcharts and diagrams to illustrate logical sequence, translating logic diagrams into program statements, deployment & build process. - Preparing Production (Live Environment) deployment plan for the project in client environment and addressing post production implementation activities. This also any minor fix, business user training on new functionality, monitoring performance and other parameter for Business-As-Usual. - Coordinate development related activities, evaluate and report performance of project by generating Business user reports to identify the overall success rate. - Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. - Validating the overall System functionality to meet business needs. - Continuously improving the code quality & performance improvements. - Train the support & Business teams to help understand the project usage. - Preparing a project milestone plan to avoid any delays in implementation - Migrating code from Development to QA and from QA to production. **2. Testing and Implementation:** - Generating unit test cases and generating code coverage analysis for the code developed		

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	• Creating Test development docs for new enhancements for the existing system and new CR's • Bug fixing of any error occurs during the production release. • Development, code, test, debug and document programs • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. **3. <u>Addressing Business Critical issues:</u>** • Support On-call for mission critical applications TFS Real-time Network and OPS (Order Processing System). **4. <u>Continual Process Implementation and Value Creation Activities</u>** • Prepare project concepts, Gap Analysis, solution development and functional specification documents for the projects • Coordinate development activities, evaluate and report performance of project by Generating Business user reports to identify the overall success rate. • Support the other development teams provide support to Production Support team for the post go-live of the project • Interacting with onsite and offshore team in resolving their problems • Using the move-up process to ensure work is reflected in production systems **5: <u>Implementing HCLT's Propriety Process and Tools:</u>** • Implementation of SDAM methodology	25% 10% 10%	

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	(https://www.hcltech.com/application-development-maintenance/mainframe-modernization-services)
	
	• Application Development and maintenance Services
	  a. https://www.hcltech.com/application-development-and-maintenance-services/mainframe-and-midrange-services
	  b. https://www.hcltech.com/applications-services
	
	• Application Support
	https://www.hcltech.com/application-support-and-maintenance
	
	• Extensive experience implementing HCL Proprietary PM Smart. PM Smart is the HCL's Project Management tool. It offers an enterprise platform and helps in managing the complete Project Management activities. It is role based and highly configurable tool while providing the stakeholders their specific portal view. PMSmart will be used to create the project schedules and defect management.
		25%	

Feb 2022 to Mar 2022	**1. <u>Software Development:</u>** • Understanding Banking and Financial guidelines for interpreting/transforming it to technical requirements preparing project system specification documents including functional and non-functional requirements for age criteria.		Project Name: **Master Age 2021** Work Location Address: **Toyota Financial Services 6565 Headquarters Dr, Plano, TX 75024**

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	• Development of complex, global or strategic development projects. Identify and address interfacing functions and applications. • Development, development and implementation of application. • Researches available source tools and emerging technologies to provide innovative solutions to application systems. • Perform application systems development tasks which include working with users to define system needs, analyzing and developmenting applications to meet user needs, development and review Technical/Functional documents and provide sign off, preparing flowcharts and diagrams to illustrate logical sequence, translating logic diagrams into program statements, deployment & build process. • Preparing Production (Live Environment) deployment plan for the project in client environment and addressing post production implementation activities. This also any minor fix, business user training on new functionality, monitoring performance and other parameter for Business-As-Usual. • Development, code, test, debug programs. • Coordinate development related activities, evaluate and report performance of project by generating Business user reports to identify the overall success rate. • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. • Validating the overall System functionality to meet business needs. • Continuously improving the code quality & performance improvements.	30%	

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	• Train the support & Business teams to help understand the project usage. • Preparing a project milestone plan to avoid any delays in implementation • Migrating code from Development to QA and from QA to production. **2. <u>Testing and Implementation:</u>** • Generating unit test cases and generating code coverage analysis for the code developed • Creating Test development docs for new enhancements for the existing system and new CR's • Bug fixing of any error occurs during the production release. • Development, code, test, debug and document programs • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. **3. <u>Addressing Business Critical issues:</u>** • Support On-call for mission critical applications TFS Real-time Network and OPS(Order Processing System) **4. <u>Continual Process Implementation and Value Creation Activities</u>** • Prepare project concepts, Gap Analysis, solution development and functional specification documents for the projects • Coordinate development activities, evaluate and report performance of project by Generating Business user reports to identify the overall success rate.	25% 10%	

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	• Support the other development teams provide support to Production Support team for the post go-live of the project
	• Interacting with onsite and offshore team in resolving their problems
	• Using the move-up process to ensure work is reflected in production systems
	
	5: Implementing HCLT's Propriety Process and Tools:
	
	• Implementation of SDAM methodology (https://www.hcltech.com/application-development-maintenance/mainframe-modernization-services)
	
	• Application Development and maintenance Services
	
	   a. https://www.hcltech.com/application-development-and-maintenance-services/mainframe-and-midrange-services
	
	   b. https://www.hcltech.com/applications-services
	
	• Application Support
	
	https://www.hcltech.com/application-support-and-maintenance
	
	• Extensive experience implementing HCL Proprietary PM Smart. PM Smart is the HCL's Project Management tool. It offers an enterprise platform and helps in managing the complete Project Management activities. It is role based and highly configurable tool while providing the stakeholders their specific portal view. PMSmart will be used to create the project schedules and defect management.
		10%
		
		25%	

Mar 2022	**1. Software Development:**		Project Name:

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| to Jun 2022 | • Understanding Banking and Financial guidelines for interpreting/transforming it to technical requirements preparing project system specification documents including functional and non-functional requirements for age criteria.
• Development, development and implementation of application.
• Development of complex, global or strategic development projects. Identify and address interfacing functions and applications.
• Researches available source tools and emerging technologies to provide innovative solutions to application systems.
• Perform application systems development tasks which include working with users to define system needs, analysing and developmenting applications to meet user needs, development and review Technical/Functional documents and provide sign off, preparing flowcharts and diagrams to illustrate logical sequence, translating logic diagrams into program statements, deployment & build process.
• Preparing Production (Live Environment) deployment plan for the project in client environment and addressing post production implementation activities. This also any minor fix, business user training on new functionality, monitoring performance and other parameter for Business-As-Usual.
• Development, code, test, debug programs.
• Coordinate development related activities, evaluate and report performance of project by generating Business user reports to identify the overall success rate.
• Analyze and fix defects found by QA & Product owners and work closely with | 30% | **SAMI to Salespage Conversion**

Work Location Address:
Toyota Financial Services 6565 Headquarters Dr, Plano, TX 75024 |

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- Quality Assurance Team to close out all open defects. - Validating the overall System functionality to meet business needs. - Continuously improving the code quality & performance improvements. - Train the support & Business teams to help understand the project usage. - Preparing a project milestone plan to avoid any delays in implementation - Migrating code from Development to QA and from QA to production. **2. Testing and Implementation:** - Generating unit test cases and generating code coverage analysis for the code developed - Creating Test development docs for new enhancements for the existing system and new CR's - Bug fixing of any error occurs during the production release. - Development, code, test, debug and document programs - Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. **3. Addressing Business Critical issues:** - Support On-call for mission critical applications like TFS Real-time Network and OPS(Order Processing System) **4. Continual Process Implementation and Value Creation Activities**	25% 10%	

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	• Prepare project concepts, Gap Analysis, solution development and functional specification documents for the projects • Coordinate development activities, evaluate and report performance of project by Generating Business user reports to identify the overall success rate. • Support the other development teams provide support to Production Support team for the post go-live of the project • Interacting with onsite and offshore team in resolving their problems • Using the move-up process to ensure work is reflected in production systems	10%	

	5: Implementing HCLT's Propriety Process and Tools:
	
	• Implementation of SDAM methodology (https://www.hcltech.com/application-development-maintenance/mainframe-modernization-services)
	
	• Application Development and maintenance Services
	  a. https://www.hcltech.com/application-development-and-maintenance-services/mainframe-and-midrange-services
	
	  b. https://www.hcltech.com/applications-services
	
	• Application Support
	https://www.hcltech.com/application-support-and-maintenance
	• Extensive experience implementing HCL Proprietary PM Smart. PM Smart is the HCL's Project Management tool. It offers
		25%	

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	an enterprise platform and helps in managing the complete Project Management activities. It is role based and highly configurable tool while providing the stakeholders their specific portal view. PMSmart will be used to create the project schedules and defect management.		
Jun 2022 To Oct 2022	**1. Software Development:** • Understanding Banking and Financial guidelines for interpreting/transforming it to technical requirements preparing project system specification documents including functional and non-functional requirements for age criteria. • Development, development and implementation of application. • Development of complex, global or strategic development projects. Identify and address interfacing functions and applications. • Researches available open source tools and emerging technologies to provide innovative solutions to application systems. • Perform application systems development tasks which include working with users to define system needs, analyzing and developmenting applications to meet user needs, development and review Technical/Functional documents and provide sign off, preparing flowcharts and diagrams to illustrate logical sequence, translating logic diagrams into program statements, deployment & build process. • Preparing Production (Live Environment) deployment plan for the project in client environment and addressing post production implementation activities. This also any minor fix, business user training on new functionality, monitoring	30%	Project Name: **TFS Real-time Network Upgrade to DST Platform** Work Location Address: **Toyota Financial Services 6565 Headquarters Dr, Plano, TX 75024**

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	performance and other parameter for Business-As-Usual. • Coordinate development related activities, evaluate and report performance of project by generating Business user reports to identify the overall success rate. • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. • Validating the overall System functionality to meet business needs. • Continuously improving the code quality & performance improvements. • Train the support & Business teams to help understand the project usage. • Preparing a project milestone plan to avoid any delays in implementation • Migrating code from Development to QA and from QA to production. **2. Testing and Implementation:** • Generating unit test cases and generating code coverage analysis for the code developed • Creating Test development docs for new enhancements for the existing system and new CR's • Bug fixing of any error occurs during the production release. • Development, code, test, debug and document programs • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. **3. Addressing Business Critical issues:**	25%	

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	• Support On-call for mission critical applications TFS Real-time Network and OPS(Order processing System)	10%	
	4. Continual Process Implementation and Value Creation Activities • Prepare project concepts, Gap Analysis, solution development and functional specification documents for the projects • Coordinate development activities, evaluate and report performance of project by Generating Business user reports to identify the overall success rate. • Support the other development teams provide support to Production Support team for the post go-live of the project • Interacting with onsite and offshore team in resolving their problems • Using the move-up process to ensure work is reflected in production systems	10%	
	5: Implementing HCLT's Propriety Process and Tools: • Implementation of SDAM methodology (https://www.hcltech.com/application-development-maintenance/mainframe-modernization-services) • Application Development and maintenance Services a. https://www.hcltech.com/application-development-and-maintenance-services/mainframe-and-midrange-services b. https://www.hcltech.com/applications-services	25%	

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	• Application Support https://www.hcltech.com/application-support-and-maintenance • Extensive experience implementing HCL Proprietary PM Smart. PM Smart is the HCL's Project Management tool. It offers an enterprise platform and helps in managing the complete Project Management activities. It is role based and highly configurable tool while providing the stakeholders their specific portal view. PMSmart will be used to create the project schedules and defect management.		
Oct 2022 to Feb 2023	**1. Software Development:** • Understanding the regulatory guidelines for interpreting/transforming it to technical requirements preparing project system specification documents including functional and non-functional requirements. • Development, development. Production parallel run, checkout and implementation of application. • Development of complex, global or strategic development projects. Identify and address interfacing functions and applications. • Researches available open source tools and emerging technologies to provide innovative solutions to application systems. • Perform application systems development tasks which include working with users to define system needs, analyzing and developmenting applications to meet user needs, development and review Technical/Functional documents and provide sign off, preparing flowcharts and diagrams to	30%	Project Name: **Regulatory Year End Processing 2020** Work Location Address: **Toyota Financial Services 6565 Headquarters Dr, Plano, TX 75024**

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	illustrate logical sequence, translating logic diagrams into program statements, deployment & build process. • Preparing Production (Live Environment) deployment plan for the project in client environment and addressing post production implementation activities. This also any minor fix, business user training on new functionality, monitoring performance and other parameter for Business-As-Usual. • Development, code, test, debug programs. • Coordinate development related activities, evaluate and report performance of project by generating Business user reports to identify the overall success rate. • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. • Validating the overall System functionality to meet business needs. • Continuously improving the code quality & performance improvements. • Train the support & Business teams to help understand the project usage. • Preparing a project milestone plan to avoid any delays in implementation • Migrating code from Development to QA and from QA to production. **2. Testing and Implementation:** • Generating unit test cases and generating code coverage analysis for the code developed • Creating Test development docs for new enhancements for the existing system and new CR's • Bug fixing of any error occurs during the production release.		
	25%	

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	• Development, code, test, debug and document programs • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. **3. Addressing Business Critical issues:** • Support On-call for mission critical applications TFS Real-time Network and OPS (Order Processing System).	10%	
	4. Continual Process Implementation and Value Creation Activities • Prepare project concepts, Gap Analysis, solution development and functional specification documents for the projects • Coordinate development activities, evaluate and report performance of project by Generating Business user reports to identify the overall success rate. • Support the other development teams provide support to Production Support team for the post go-live of the project • Interacting with onsite and offshore team in resolving their problems • Using the move-up process to ensure work is reflected in production systems **5: Implementing HCLT's Propriety Process and Tools:** • Implementation of SDAM methodology (https://www.hcltech.com/application-development-maintenance/mainframe-modernization-services) • Application Development and maintenance Services	10% 25%	

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	a. https://www.hcltech.com/application-development-and-maintenance-services/mainframe-and-midrange-services b. https://www.hcltech.com/applications-services • Application Support https://www.hcltech.com/application-support-and-maintenance • Extensive experience implementing HCL Proprietary PM Smart. PM Smart is the HCL's Project Management tool. It offers an enterprise platform and helps in managing the complete Project Management activities. It is role based and highly configurable tool while providing the stakeholders their specific portal view. PMSmart will be used to create the project schedules and defect management.		
Mar 2023 to Oct 2023	**2. Software Development:** • Understanding Banking and Financial guidelines for interpreting/transforming it to technical requirements preparing project system specification documents including functional and non-functional requirements for age criteria. • Development, development and implementation of application. • Development of complex, global or strategic development projects. Identify and address interfacing functions and applications. • Researches available open source tools and emerging technologies to provide	30%	Project Name: **Reverse Share Split** Work Location Address: **Toyota Financial Services 6565 Headquarters Dr, Plano, TX 75024**

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innovative solutions to application systems.

- Perform application systems development tasks which include working with users to define system needs, analyzing and developmenting applications to meet user needs, development and review Technical/Functional documents and provide sign off, preparing flowcharts and diagrams to illustrate logical sequence, translating logic diagrams into program statements, deployment & build process.
- Preparing Production (Live Environment) deployment plan for the project in client environment and addressing post production implementation activities. This also any minor fix, business user training on new functionality, monitoring performance and other parameter for Business-As-Usual.
- Coordinate development related activities, evaluate and report performance of project by generating Business user reports to identify the overall success rate.
- Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects.
- Validating the overall System functionality to meet business needs.
- Continuously improving the code quality & performance improvements.
- Train the support & Business teams to help understand the project usage.
- Preparing a project milestone plan to avoid any delays in implementation
- Migrating code from Development to QA and from QA to production.

2. Testing and Implementation:

25%

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	• Generating unit test cases and generating code coverage analysis for the code developed • Creating Test development docs for new enhancements for the existing system and new CR's • Bug fixing of any error occurs during the production release. • Development, code, test, debug and document programs • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. **3. Addressing Business Critical issues:** • Support On-call for mission critical applications TFS Real-time Network and OPS(Order Processing System) **4. Continual Process Implementation and Value Creation Activities** • Prepare project concepts, Gap Analysis, solution development and functional specification documents for the projects • Coordinate development activities, evaluate and report performance of project by Generating Business user reports to identify the overall success rate. • Support the other development teams provide support to Production Support team for the post go-live of the project • Interacting with onsite and offshore team in resolving their problems • Using the move-up process to ensure work is reflected in production systems **5: Implementing HCLT's Propriety Process and Tools:**	10% 10%	

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	• Implementation of SDAM methodology (https://www.hcltech.com/application-development-maintenance/mainframe-modernization-services)
	
	• Application Development and maintenance Services
	   a. https://www.hcltech.com/application-development-and-maintenance-services/mainframe-and-midrange-services
	   b. https://www.hcltech.com/applications-services
	
	• Application Support
	https://www.hcltech.com/application-support-and-maintenance
	
	• Extensive experience implementing HCL Proprietary PM Smart. PM Smart is the HCL's Project Management tool. It offers an enterprise platform and helps in managing the complete Project Management activities. It is role based and highly configurable tool while providing the stakeholders their specific portal view. PMSmart will be used to create the project schedules and defect management.
		25%	

Oct 2023 to Feb 2024	**1. Software Development:** • Understanding the regulatory guidelines for interpreting/transforming it to technical requirements preparing project system specification documents including functional and non-functional requirements. • Development, development. Production parallel run, checkout and implementation of application.	30%	Project Name: **Regulatory Year End Processing 2021** Work Location Address: **Toyota Financial Services 6565 Headquarters Dr, Plano, TX 75024**

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	- Development of complex, global or strategic development projects. Identify and address interfacing functions and applications. - Researches available open source tools and emerging technologies to provide innovative solutions to application systems. - Perform application systems development tasks which include working with users to define system needs, analyzing and developmenting applications to meet user needs, development and review Technical/Functional documents and provide sign off, preparing flowcharts and diagrams to illustrate logical sequence, translating logic diagrams into program statements, deployment & build process. - Preparing Production (Live Environment) deployment plan for the project in client environment and addressing post production implementation activities. This also any minor fix, business user training on new functionality, monitoring performance and other parameter for Business-As-Usual. - Coordinate development related activities, evaluate and report performance of project by generating Business user reports to identify the overall success rate. - Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. - Validating the overall System functionality to meet business needs. - Continuously improving the code quality & performance improvements. - Train the support & Business teams to help understand the project usage. - Preparing a project milestone plan to avoid any delays in implementation		

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	• Migrating code from Development to QA and from QA to production. **2. Testing and Implementation:** • Generating unit test cases and generating code coverage analysis for the code developed • Creating Test development docs for new enhancements for the existing system and new CR's • Bug fixing of any error occurs during the production release. • Development, code, test, debug and document programs • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects.	25%	
	3. Addressing Business Critical issues: • Support On-call for mission critical applications TFS Real-time Network and OPS (Order Processing System).	10%	
	4. Continual Process Implementation and Value Creation Activities • Prepare project concepts, Gap Analysis, solution development and functional specification documents for the projects • Coordinate development activities, evaluate and report performance of project by Generating Business user reports to identify the overall success rate. • Support the other development teams provide support to Production Support team for the post go-live of the project • Interacting with onsite and offshore team in resolving their problems	10%	

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	• Using the move-up process to ensure work is reflected in production systems
	
	5: Implementing HCLT's Propriety Process and Tools:
	
	• Implementation of SDAM methodology
	
	(https://www.hcltech.com/application-development-maintenance/mainframe-modernization-services)
	
	• Application Development and maintenance Services
	
	   a. https://www.hcltech.com/application-development-and-maintenance-services/mainframe-and-midrange-services
	
	   b. https://www.hcltech.com/applications-services
	
	• Application Support
	
	https://www.hcltech.com/application-support-and-maintenance
	
	• Extensive experience implementing HCL Proprietary PM Smart. PM Smart is the HCL's Project Management tool. It offers an enterprise platform and helps in managing the complete Project Management activities. It is role based and highly configurable tool while providing the stakeholders their specific portal view. PMSmart will be used to create the project schedules and defect management.
		25%	

Mar 2024 to Jun 2024	**1. Software Development:**	30%	Project Name: **Unplanned Market Closure**

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	- Preparing project system specification documents including functional and non-functional requirements. - Development, development and implementation of application. - Development of complex, global or strategic development projects. Identify and address interfacing functions and applications. - Researches available open source tools and emerging technologies to provide innovative solutions to application systems. - Perform application systems development tasks which include working with users to define system needs, analyzing and developmenting applications to meet user needs, development and review Technical/Functional documents and provide sign off, preparing flowcharts and diagrams to illustrate logical sequence, translating logic diagrams into program statements, deployment & build process. - Preparing Production (Live Environment) deployment plan for the project in client environment and addressing post production implementation activities. This also any minor fix, business user training on new functionality, monitoring performance and other parameter for Business-As-Usual. - Coordinate development related activities, evaluate and report performance of project by generating Business user reports to identify the overall success rate. - Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. - Validating the overall System functionality to meet business needs.		Work Location Address: **Toyota Financial Services 6565 Headquarters Dr, Plano, TX 75024**

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	• Continuously improving the code quality & performance improvements. • Train the support & Business teams to help understand the project usage. • Preparing a project milestone plan to avoid any delays in implementation • Migration of code from Development to QA and from QA to production. **2. Testing and Implementation:** • Generating unit test cases and generating code coverage analysis for the code developed • Creating Test development docs for new enhancements for the existing system and new CR's • Bug fixing of any error occurs during the production release. • Development, code, test, debug and document programs • Analyze and fix defects found by QA & Product owners and work closely with Quality Assurance Team to close out all open defects. **3. Addressing Business Critical issues:** • Support On-call for mission critical applications TFS Real-time Network and OPS (Order Processing System). **4. Continual Process Implementation and Value Creation Activities** • Prepare project concepts, Gap Analysis, solution development and functional specification documents for the projects • Coordinate development activities, evaluate and report performance of project by Generating Business user reports to identify the overall success rate.	25% 10% 10%	

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	• Support the other development teams provide support to Production Support team for the post go-live of the project • Interacting with onsite and offshore team in resolving their problems • Using the move-up process to ensure work is reflected in production systems **5: Implementing HCLT's Propriety Process and Tools:** • Implementation of SDAM methodology (https://www.hcltech.com/application-development-maintenance/mainframe-modernization-services) • Application Development and maintenance Services a. https://www.hcltech.com/application-development-and-maintenance-services/mainframe-and-midrange-services b. https://www.hcltech.com/applications-services • Application Support https://www.hcltech.com/application-support-and-maintenance • Extensive experience implementing HCL Proprietary PM Smart. PM Smart is the HCL's Project Management tool. It offers an enterprise platform and helps in managing the complete Project Management activities. It is role based and highly configurable tool while providing the stakeholders their specific portal view. PMSmart will be used to create the project schedules and defect management.	25%	

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Please note: The above mentioned services and dates are based on the current project status. However, these dates of engagements for each type of service will be re-evaluated from time to time on a regular basis and will be extended based on the progress of the project.

- **Beneficiary's Qualifications**

Companies seeking to employ a Programmer Analyst require prospective candidates to have a strong foundation in the field of Computer Science and Banking Financial domains, Imaging Custom applications (Integrated with Faxes, Emails and Scanning solutions), Mainframe and ECM Technology, HCL proprietary tools and Management Information Systems, which can only be obtained through a Bachelor's degree or progressively responsible experience in the aforementioned fields and client applications. The skills, knowledge, and analytical thinking acquired through the acquisition of a Bachelor's degree or its equivalent is considered necessary by people in the industry and thus the degree is considered an industry standard requirement for the position

This position has the dual responsibility of understanding and participating in the product development initiatives as well as business development efforts by HCL America, Inc. The position Programmer Analyst requires a person with a background in financial domain and working knowledge in implementation of application software, which includes work experience in business process analysis, understanding architecture, application flow and business requirements, analyzing errors in business process and suggesting solutions, development, customization, data parameterization, testing, enhancements, defect report preparation, verification and validation process, interaction with developers and end users, planning scenarios execution, managing module related integration activities, reviewing and preparing project implementation task plan.

Mr. Srikant Kumar has acquired this Specialized Knowledge by virtue of his rich work experience with HCL America. This is a prerequisite for him to effectively fulfil his job responsibilities. We require him to work in US to ensure the HCLT methodologies of these processes are knowledgeably utilized.

The beneficiary, Srikant Kumar has a strong technical background. Srikant Kumar has completed the requirements of Bachelor's Degree in field of Computer Science and Engineering from Kalinga University (KIIT) in May 2011 with First Class grade. Importantly **Mr. Srikant Kumar** has over 9 years of Information Technology experience in various Imaging applications, Integration of Faxes, emails and Scanning documents to have stored in document management systems. He has also worked on projects which also includes Automation, Middleware Integration, Dump analysis, Optimization, Performance Tuning, Field Expansion and Reverse Engineering and UCM tools, which is Propriety tool for HCL.

Mr. Srikant Kumar also has a strong IT background. Apart from this education the beneficiary has also expertise in agile methodology and technical skills like IBM Webspehere, Jboss, Tibco Cloud Edition. He has expertise on tools like FileNet Workflows, Imaging solution like Rightfax, DMS, ECMS, Single Sign On, Middleware Workflows, Filenet Application Engine, data retention capabilities, social content management, JIRA , version control systems like GIT , Jenkins, Splunk, Appdynamics.

Using these skills he ensures efficient and effective deliveries in business analysis and development, Testing, Business Intelligence. His strong interpersonal skills will facilitate client interaction to understand and analyze software and hardware engineering requirements, onsite and offshore management of product development. Mr. Srikant Kumar will apply his administrative skills to the analysis, development, development and implementation of software projects and interpret and development functional units based on requirements, including integration andperformance criteria.

By Virtue of over 9 years of experience as Technical Lead he has gained extensive knowledge and experience in Banking Financial Middle & Back office areas such as Customer Care, Banking, Credit Card generation systems. He has significant experience and knowledge in the Banking and Finance space (BFSI).

During his tenure in HCL, he has accomplished several tasks wherein HCLT's CMM Level 5 maturity guidelines were followed. **Mr. Kumar** possesses in depth knowledge of HCLT's Internal Processes, Agile Methodologies including the Scrum processes, Project management Tools, Software Development Methodologies and HCLT's strengths. Technically, he has extensive knowledge and hand on Experience mainly in IBM FileNet product Suites, Core/Advanced Java, oracle database and Tibco. Earlier he has worked with Amdocs as advanced Technology Integration Analyst and has in depth knowledge of Telecom domain as well.

Srikant Kumar has been employed with HCL since 06/18/2018. The beneficiary has a deep understanding of solutions and services that can aligned for a client's business needs, and the challenges associated with HCL specific onsite and offshore engagements with its clients. With this specialized knowledge Srikant Kumar is able to analyze customer requirements and position the right services to solve the customer's business process challenges. The beneficiary is also familiar with proprietary tools at HCL to manage business analysis and product development efforts at HCL America, Inc.

The Programmer Analyst is a professional position that requires at least a Bachelor's degree or its equivalent in the fields of Computer Science, Engineering, Management Information Systems, Information Technology, or a related, quantitatively analytical field."

The position of Programmer Analyst requires degree in Computer Science with specialized and complex knowledge of Banking and Financial background and technical hands on the mainframe technology like FileNet Workflows, Imaging solution like Rightfax, integration with Sharepoint, integration with Box, Single Sign On, FileNet Workflows, Filenet Application Engine, data retention capabilities, Middleware technologies like Tibco, ticketing tool like Service Now, OS knowledge of UNIX/Linux based systems and Windows,

The complex nature of client's application (TFS Real-time Network) requires extensive knowledge experience in Mainframe technology. TFS Real-time Network is purchased software has been extensively customized by Toyota Financial Services (TFS). It allows users to process transactions and to view the results of these transactions as they occur. A batch update cycle is performed daily and/or nightly in which the day's transactions update the shareholder account records. Nightly processing also includes dividend accruals, commission calculations, and the preparation of numerous reports and forms (i.e., confirms letters, etc.). TFS Real-time Network system is tightly integrated with mainframe system to facilitate transaction between Toyota Financial Services (TFS) legacy mainframe and other system. Client's application has complex integration with heterogeneous systems like **Mainframe, Imaging-Filenet, NSCC, Pricing services, taxation** with technologies like EJB, ESB, Image scanning & processing, identification of fraud & should be deployed on industry accepted

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application servers like Weblogic and should reside on Unix based system along with high end security. As the vendors like Oracle and IBM keeps releasing the latest suites, it is an organizational responsibility to keep updating their systems to latest version like Windows10, IE 12, JRE 1.8, Weblogic 12, Oracle 12 and Filenet system to 5.2.1. These upgrades help enterprise to keep up to date with latest industry standard and security. It is mission critical to keep this system up and running. Srikant Kumar has been involved in such activities and help enterprise reach their goal.

These skills are best acquired in Bachelor's degree in Bachelor's degree in Computer Science or related field, or the foreign equivalent. Specific **Banking and Financial, Accounts Payable and mainframe technology** skills and the general business skills acquired in a Bachelor's degree in one of the above listed fields would provide the beneficiary with the necessary skills to be successful as a: Programmer Analyst at HCL. These skills could only be obtained through a minimum of a bachelor's degree in the above mentioned field. It is highly unlikely that such a position would be offered to someone without this level of specialized knowledge.

HCL's Minimum requirement for their Programmer Analyst is a standard baseline requirement common to the industry in parallel positions among similar organizations. Firms similar to HCL routinely recruit and employ only degreed individuals in the specific specialty. The position of Programmer Analyst would be a specialty occupation requiring an in- depth degree in Computer Science or related.

To summarise, the beneficiary is required to provide services in a specialty occupation. The beneficiary does have the skill, expertise, knowledge and education to perform the above-mentioned duties. At all times, the beneficiary will remain an employee of HCL America, and will be supervised, monitored and controlled by HCL America. The beneficiary can be assigned additional work as per business needs.

Please note that HCL is NOT a staffing company. HCL is fully responsible for selecting and vetting candidates to work on the engagement to achieve the goals outlined in the Statement of Work. HCL, and not the end client, determine the minimum criteria for selection.

The beneficiary is not working at third party placement and is providing services to an end-client.

In order to maintain its reputation and ensure that candidates are capable of performing the day-to-day job duties defined by HCL pursuant to the engagement, HCL requires at least a Bachelor's degree in a related quantitatively analytical field.

The requirement for the position is a Bachelor's Degree or equivalent work experience in Computer Science, Computer Information Systems, Electrical Engineering, Computer Engineering, Mathematics or related field.

Please feel free to contact me if you have any further questions regarding the Beneficiary's employment.
Sincerely,

Ketan Ahirrao
Sr Technical Manager
HCL America Inc.
Contact Number: +1 720 539 4436
Email ID: ketan.ahirrao@hcl.com

Date: 17-Sep-2021

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The Employer/Employee Relationship

In support of our petition for H-1B Non-Immigrant classification on behalf of the fore-mentioned H-1B Candidate for whom we propose to employ. To this end, we take the liberty of providing the following information regarding the nature of our business Operations, the proposed employment and the candidate qualifications.

The Employer/Employee relationship

HCL America (HCLA) attests that the beneficiary is coming to the U.S temporarily to work in a Specialty Occupation. A valid Employer-employee relationship exists between HCLA and beneficiary.

HCLA attest to the following:

1. HCLA will supervise the beneficiary work and such supervision will continue at both Onsite/Offshore Work locations.
2. The beneficiary's work will be fully controlled and supervised by the Manager of HCLA (Petitioner). The Manager in charge of the whole on-site team will be assigning the work and will create schedule sheet to track and supervise the work of the beneficiary during his stay in US.
3. HCLA does and will continue to retain complete employment control of the beneficiary. HCLA is responsible for the payment of salaries, administration of benefits and payment of all required taxes in connection with the beneficiary's employment.
4. HCLA provides tools or instruments needed for the beneficiary to perform duties related to employment.
5. HCLA has exclusive discretion relating to all employment decisions regarding the beneficiary's employment, including hiring, firing, performance evaluations and any disciplinary actions.
6. HCLA's employees are subject to regular performance reviews in order to determine raises and promotions.
7. HCLA fully informs its H-IB professional employees of their tax duties in the U.S., if applicable. In turn, HCLA consistently reports the wages paid to its professional employees, as required by law
8. HCLA will provide the beneficiary with employee benefits.
9. The Employee will use utilize this expertise and their knowledge of HCLA's tools and technologies to perform the duties of employment.
10. The Employee will produce end product that is directly linked to HCLA's line of Business.
11. HCLA will control the manner and means in which the work product of beneficiary is accomplished.

Thank you for your assistance and attention to this matter. Please feel free to contact me with any questions.

Regards,

Ketan Ahirrao
Sr Technical Manager
HCL America Inc.
Contact Number: +1 720 539 4436
Email ID: ketan.ahirrao@hcl.com

Date: 17-Sep-2021

HCL