

HCL AMERICA, INC.

(A subsidiary of HCL TECHNOLOGIES LTD.)

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

Tel: 408 733 0480 Fax: 408 733 0482

www.hcltech.com

www.hcl.in

June 2, 2022

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 Vikash Kumar

Dear Officer:

My name is Dinesh Kesavan and I serve as SOLUTIONS ARCHITECT at HCL America, Inc. ("HCL"). I'm holding Bachelor's degree in Information Technology from Madras Institute of Technology (MIT).

Apart from my Bachelor's degree, I am a certified **Enterprise Architect, Sun Certified Web Component Developer (SCWCD), and Oracle Certified Java Programmer** with 15 years of strong experience in designing, developing & managing highly scalable, modular, and performance-focused solutions. Demonstrated experience in understanding customer's implicit needs and developing solutions which address future requirements. Hands on experience in application development, cloud transformation and maintenance using Java, JSF, JSP, REST Web Services, Struts, Spring, tomcat, Oracle, SQL Server, My SQL, Google Cloud Platform (GCP), Microsoft Azure, and AWS. Also, I have driven several Small – Large sized technical delivery management.

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

HCL America Inc., 2401 Internet Boulevard, Frisco, TX, 75034

- **Assignment Duration**

The beneficiary position exists till 30-Sep-2025 and is required to work out of the HCL America Inc., 2401 Internet Boulevard, Frisco, TX, 75034

- **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.

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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 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 time lines 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 Computer Programmers. The beneficiary's job performance will be reviewed by Mr. Dinesh Kesavan (Onsite Manager)

The beneficiary will participate in regularly scheduled virtual meetings with Mr. Dinesh Kesavan (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. Dinesh Kesavan 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 HCL America Inc. while working out of the above

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mentioned location. The beneficiary will provide services to the HCL America Inc.

- **Project Name:**

- **Unified Data Lake and Data Hub**

Project Details:

To have Azure cloud based Unified Data Lake and Data Hub solutions in place by integrating various data sources using modern data lake and data warehouse tools and technology so that It can be a single truth of information for its downstream applications, for example: Power BI Dashboard, databricks, Analysis services.

- **Job Description**

The beneficiary will perform the following duties, for the period till 30-Sep-2025, at the above mentioned location

Sl. No	Activity	Percentage of time spent
1	Requirement Gathering and analysis for the data and platform	10%
2	Design of data lake or data warehouse system Model	20%
3	Development, Implementation and Testing of modules	40%
4	Deployment and Production Support	20%
5	Stakeholders Connect/Meetings for Collaboration	10%

- **Itinerary of Services**

The beneficiary will be work out of the above mentioned location, for the requested duration and the itinerary of services with specific dates is listed below.

Period of Service (quarter wise breakup) (mm/dd/yy to mm/dd/yy)	Service Engagement Details	Percentage of Time
	Beneficiary is engaged in delivering the following services:	

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From 10/01/22 to 09/30/25	1. Requirement Gathering and analysis for the data and platform <ul style="list-style-type: none"> • Gather the requirement by stakeholders and assess the components • Analysis of the existing model and components • Create a plan for the overall design and development activities • Effort estimation and project roadmap creation 	10%
	2. Design of data lake or data warehouse system Model <ul style="list-style-type: none"> • Identify the components in the new system and design the model and get it approved for implementation • Identify and document the data warehouse components in layered structure to make the data integration at required stages. • Identify and address interfacing functions and applications. <p>Technical Skills:</p> <p>The technical Skills required to perform the above activities are:</p> <p>Data modeling, Database and data lake designing.</p> <p>Tools:</p> <p>The Tools required to perform the above activities are:</p> <p>Azure, ER-Studio, SQL pool, Databricks</p>	20%
	3. Development, Implementation and Testing of Modules <ul style="list-style-type: none"> • To develop the mechanism to ingest the data in azure data factory from various sources, using provided connectors 	40%

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<ul style="list-style-type: none">• To implement the parameterized data pipeline solutions to create the enriched data.• To create the data pipeline in data bricks using pyspark/scala to have the transformation implemented in data bricks• Create unit testing test cases and plan for execution• To perform the integration testing and make the solution ready for user acceptance testing• To ensure the application is secured and robust in nature and compliance with applicable governance and regulation policies offered by Microsoft Azure. <p>Tools:</p> <p>The Tools required to perform the above activities are:</p> <p>Azure Data factory, Python, SQL, ADLS, Logic Apps, Databricks</p>	
<p>4. Deployment and Production Support</p> <ul style="list-style-type: none">• Code review, deployment plan creation• Create the deployment groups, ARM template• Create and/or collaborate with DevOps team to have the builds and release pipeline created for CI/CD• Perform the deployment and post deployment verification• Drive the production dry run and production check out• Ongoing Production support to help the support team for the handover and suggest the best practice• To accommodate the Change request asked by the stakeholders to the applicable components like storage and ETL code.	20%

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Tools:	Azure DevOps, Unix/Windows Machine, YAML, Junit	
	5. Stakeholders Connect/Meetings for Collaboration Attend regular connect with stakeholders by leveraging the scrum calls to discuss about the ongoing and futuristic activities <ul style="list-style-type: none">• Document the user stories for the development items in line with the overall project roadmap• Report the roadblocks/impediments (if any)• Participate in the product review and backlog meetings with product owner and collaborate with cross teams Tools: Jira, Azure DevOps	10%

- **Beneficiary's Qualifications**

The Beneficiary is well qualified for the offered professional position based on the academic credentials and prior related experience gained before joining our company in the U.S. As outlined above, the offered position clearly qualifies a specialty occupation role requiring at least a Bachelor's degree in a specific field of study, and the Beneficiary has gained the educational background and experience that we require for this position.

The Beneficiary holds a Bachelor's degree in Engineering with Computer Science. In addition, he possesses several years of relevant field experience which help him to understand and provide services. Agile Operations Services delivery is a lot about optimizing the way customer designs, architects and implements monitoring application solutions for customer networks and IT environments. In large enterprises, the environments span anything from three decades old monolithic applications client server elements to modern service-oriented architectures.

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All of this has led to high complexity that gets in the way of the transformational change that customer need. Traditional approaches to solving these problems are typically not adequate. Modern computer science concepts such as Artificial Intelligence, Agile Operations, computer programming combined with algorithmic approaches and computer models are essential to cause sustainable transformation at scale. The Beneficiary degrees provide him with the capability to create appropriate solutions for our customers as well as the wherewithal to drive the adoption of such solutions in complex organizations.

His coursework in Advance Software Applications has given him an understanding of the internals of software and hardware. Knowing how things operate, what resources they require and consume, and how they are constructed is instrumental in providing him the ability to know how to architect and design solutions for our customers.

Having Team leading experience allows him the ability to address complex situations and make critical decisions when needed and based on the factual information he has gathered.

In addition to his academic background, Mr. Vikash Kumar has achieved several corporate and industry certifications:

- Databricks accredited Lakehouse Fundamentals
- Microsoft Certified: Azure Data Fundamentals
- Microsoft Certified: Azure Fundamentals
- Microsoft Certified: Azure AI Fundamentals
- Scrum Foundation Professional Certificate - SFPC™

In addition to his academic background, The Beneficiary also possesses more than 10 years of related work experience. Since Feb 2021, Mr. Vikash Kumar has been a Technical Lead at HCL Technologies and has effectively Driven, architected and designed, scoped, assessed and implemented various Agile Operations based solutions within numerous customers across US. Prior to that, since 2017, Mr. Vikash Kumar was employed by WNS Global Solutions in a variety of client service capacities. He was responsible for collaboratively working with clients and stakeholders, both external and internal, to research, elicit, analyze, validate and document business requirements. He identified, developed and led innovation initiatives in network and security arenas with involvement in technology selection/improvement and deployment, researching new technologies and/or new applications of existing technologies to deliver new capabilities to the business. Prior to that, since 2011, Mr. Vikash Kumar worked in various capacities, e.g., Database Associate, Software Engineer, ETL Analyst, Data Engineer, IT Consultant, Assistant Manager, etc., with various IT organizations

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All of these skills and experiences he has gained have made him more analytical, more grounded in evaluating needs, both business and technical, and more focused on creating solutions for our customers that will hold up under the most trying and unforeseen circumstances.

To summaries, 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,



Dinesh Kesavan

Solution Architect

Phone number: +19205627999

Mail ID: dinesh_k@hcl.com

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06/02/2022

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-1B 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,

**Dinesh Kesavan****Solution Architect**

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