**21 August 2024**

Case Processing Centre in Edmonton
Immigration, Refugee and Citizenship Canada
c/o Work permits/Same employer, Station 202,
9700 per Avenue NW, Suite 55
Edmonton, AB T5J 4C3

Dear Sir/Madam:

Re: Application for a Canadian Work Permit Extension
Intra-Company Transferee – Specialized Knowledge Worker

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| **Applicant** | **:** | **Mr Vinay Middha** |
| **D.O.B.** | **:** | **August 28, 1986** |
| **Citizenship** | **:** | **Indian** |
| **Client ID** | **:** | **1127524234** |
| **Job Title** | **:** | **Solution Architect, NOC - 2171 & New NOC - 21222** |
| **Duration** | **:** | **Thirty Six (36) months** |
| **Location** | **:** | **Greater Toronto Area** |
| **Remark** | **:** | **"Authorized to work at various client sites across Canada "Temporary Resident Status Maintained"** |
| **Offer of Employment#:** | | **A0918154** |

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Tata Consultancy Services Canada Inc. ("TCS Canada") is pleased to provide this letter in support of an application for a work permit extension for Mr Vinay Middha (the "Applicant"), a citizen of India.

The Applicant joined our parent company in India, Tata Consultancy Services Limited ("TCSL") in July, 2017 and was deputed to TCS Canada in May 2023 to take on the position of Solution Architect. Since that date, he has been working on a project with our client, the CVS Health ("CVS"), in Toronto, ON. This project is ongoing, and we hope to extend this assignment for an additional 36 months.

Please note that the associate may be required to assist on similar projects for other TCS clients in different locations across Canada.

Mr. Vinay Middha is making his application pursuant to the Intra-Company Transfer category applicable to Specialized Knowledge Workers under LMIA Exemption Code C63 and section 205(a) of the Immigration and Refugee Protection Regulations (the "Regulations"), the same category under which his current work permit was issued.

We describe below the nature of our business operations, the specialized knowledge services that will continue to be provided by Mr. Vinay Middha and his qualifications and work experience.

*TCS in Canada*

Tata Consultancy Services Canada Inc. (TCS Canada), a Canadian Corporation, with its registered office at Toronto is a wholly owned subsidiary of Tata Consultancy Services Limited (TCSL), a public limited company listed on the Bombay Stock Exchange, in Mumbai, India. Tata Consultancy Services is an IT services, consulting and business solutions organization that has been partnering with many of the world's largest businesses in their transformation journeys for the last fifty years. TCS offers a consulting-led, cognitive powered, integrated portfolio of business, technology and engineering services and solutions. This is delivered through its unique Location Independent Agile delivery model, recognized as a benchmark of excellence in software development. TCSL has offices in 46 countries, employs approximately 614,000 consultants and has revenues in excess of US$ 27.9 billion.

Over the past decade TCSL with registered branch offices in Canada as an extra-provincial corporation has developed significant and ongoing relationships with major Canadian corporations and organizations for delivery of software, computer consulting, and IT services. All the branch operations have been transferred to TCS Canada effective October 1, 2009. TCS Canada has also formed partnerships with Canadian universities and government. TCS Canada has been working with the leading Canadian enterprises in the financial, insurance, retail, energy and utilities, and oil and gas sectors. TCSL has developed several major proprietary software products catering to the financial industry that are licensed to TCS Canada.

### Building a Highly-Skilled Canadian Workforce

Over the past decade, TCS has recruited aggressively in Canada, and today more than half of TCS' workforce in Canada consists of Canadian citizens or permanent residents (57% full time employees, plus an additional 14% of contractors). The company focusses on hiring new graduates from major Canadian universities, including Waterloo, McMaster, Carleton, the University of Toronto, and Ryerson. Once hired, new graduates' benefit from extensive skills development, including six weeks of fully paid IT Skills training to prepare them for the corporate world.

### Promotion of Technology Training in Canada

In addition to hiring and training Canadians for highly-skilled technology positions, TCS Canada is actively involved in encouraging Canadian youth to pursue careers in Science, Technology, Engineering and Mathematics ("STEM"). The objective of this initiative is to create interest in children and students about STEM which would help to create a long-term talent pool in Canada in the coming years. In particular, TCS Canada has launched an initiative branded as "goIT Canada." Under this initiative, TCS Canada has pledged to focus on improving STEM participation by encouraging students to take up STEM subjects and make a career in IT.

### THE POSITION – Solution Architect, NOC - 2171 & New NOC - 21222

CVS has retained TCS Canada to in large scale cloud migration implementations and design an enterprise architecture that will create an innovative and strategic enterprise asset that CVS Health able to leverage both in the near term, and through organization's long term and that architecture assisted in maintaining a competitive advantage in the markets where company does business. (the "Project"). The Applicant is expected to play a key role in the Project, and will be required to perform the following duties:

**Primary Responsibilities:**

➢ Work with client stakeholders to understand business processes and requirements.
➢ Attend review meetings and walkthrough with business user to finalize the requirement from technical point of view.
➢ Supporting the delivery team – ensuring they can realize the architecture through a combination of direct involvement, mentoring and intervention where necessary. Architecture Design specifications for solution components,
➢ Attending the Business Requirement discussion and facilitates the technical deliverables needed for the project. Provide functional and technical support in analyzing and formulating the business requirements.
➢ Strategically architect, design, develop, and implement efficient information systems in support of core enterprise functions.
➢ Review functional documentation and prepare high level technical documentation. Drive timely and proactive issue identification, escalation & resolution.
➢ Review code to ensure accuracy, completeness, and quality of the deliverable. Weekly/As on required provide status update to Client Business team and TCS Management.
➢ Ensure adoption of best-in-class practices and standards for development, support, quality control and documentation.
➢ Prepare end user documentation, Conduct knowledge transfer session, Deploy application to production and provide post Go Live support.

Requirements of the position include completion of a relevant degree, as well as several years of related experience. The candidate must also possess experience with Core: Java, Python, GO Lang, Cloud Technology, Digital Technology, Windows: PowerShell, Unix: Command Line Interface, Putty, WinSCP, SQL Developer, Git For Windows, Jenkins, JMeter, TCS IPMS, TCS iQMS, Office 365, Service Now, HP SiteScope, MIR3, SPLUNK. Due to the nature of the position, the candidate must also possess highly specialized knowledge of the Project, the Canadian client and healthcare as well as TCSL's proprietary products and implementation tools, including Integrated Quality Management System, Integrated Software Estimation Tool, COMPASS Predictive Models, Global Procurement System, Global Recruitment System.

**THE APPLICANT'S SPECIALIZED KNOWLEDGE AND ADVANCED EXPERTISE**

The Applicant is uniquely qualified to perform this role on the Project as a result of having specialized proprietary knowledge and advanced expertise. In particular, the Applicant has advanced expertise with respect to the information technology industry, and extensive specialized and proprietary knowledge of TCSL's tools, the client's own systems and methodologies, and the Project. This combination of experience and knowledge would be extremely difficult to find in the Canadian Labour Market and is not widespread within the company.

The Applicant's proprietary knowledge and advanced expertise are critical to the completion of the Project and therefore to TCS' business in Canada. The Project is important to our Canadian client, as it enable CVS to provide their customers with fast, flexible, and secure payments systems as well as introduce the use of innovative and strong technologies. If the Applicant were unable to perform this critical role on the

Project in Canada, the client may experience significant disruption to its business, and TCS Canada would be at risk of losing this important client, with a corresponding risk to the employment of TCS' Canadian employees.

*Advanced Expertise Gained through Experience and Education*

The Applicant's complex knowledge and advanced expertise of the Technologies have been gained through significant and recent experience as well as relevant education:

1. **TCS Experience:** The Applicant has significant and recent experience with TCSL and will contribute significantly to TCS Canada's productivity. Since joining the company in India in July, 2017, the Applicant has held positions of increasing responsibility and specialization, and assumed the current role in Solution Architect, the responsibilities for which are very similar to the prospective job duties in Canada.

2. **TCSL Certificates and Training:** The Applicant has completed several TCSL training courses regarding the company's proprietary products, tools and processes, including Digital: Kubernetes, Digital: Cloud DevOps, Digital: Microsoft Azure, Digital: TIBCO BW5, Digital: TIBCO Enterprise Message, BIPM: Data Architecture and Modelling, PL/SQL, Agile Way of Working, Solution and Functional Architect (SAFA), Business Acumen, Continual Learning, Problem Solving, Team Skill, Initiative / Proactiveness, Web Services, Digital: NoSQL Key-Value DB, TIBCO BW5, Cloud Fundamentals, SOA Concepts, Digital: Kubernetes, Digital: Cloud DevOps, Digital: Design Thinking, Digital: Cyber Security, Technology: Core Java, Concepts: Enterprise Architecture, Leader In You, Process: Agile Way of Working, ASCENT- The Foundation for your Leadership Journey, Certificate. These relate directly to the work to be performed in Canada on this project.

3. **Company Awards:** The Applicant's significant and exceptional company experience has been recognized through the achievement of various awards, for TCS Technical Excellence Award (2020), Innovation Pride Award (2020), Contextual Master Award (2020), Learning Achievement Award (2019), SAPIENT You Make a difference award (2016).

4. **Industry Experience:** The Applicant has more than 7 years of IT experience working with TCSL, gaining experience and skills that are directly applicable to the proposed role in Canada.

5. **Education:** The Applicant has a Bachelor Of Engineering degree in Mechanical Engineering conferred in 2009.

*Specialized Knowledge of Domain and Client*

The Applicant has significant IT experience in the healthcare. The Applicant has served as a key technical resource on this Project with CVS from our onsite location since May 2023. The Applicant therefore has specialized knowledge of the business processes and system challenges within this domain and is skilled at identifying how CVS can best leverage TCSL's complex software solutions. The Applicant also possesses

significant knowledge of the Project and the client's requirements, and most importantly, has specialized knowledge of the client's internal business processes and systems.

***Specialized Knowledge of TCS Proprietary Products and Tools***

The Applicant has highly specialized knowledge of TCS' exclusive development, testing and quality assurance tools and procedures that will be integral components of the Project, including those listed below. Such tools enable us to build high quality solutions and bring them to market faster by, for example, automating project management activities, capturing requirements with improved consistency and correctness, facilitating data transformation, and managing data cleansing.

In particular, the Applicant will utilize the following proprietary TCS tools on the Project:

**Integrated Quality Management System** - this tool is required for the smooth project execution and project related activities.

**Integrated Software Estimation Tool** – this tool is required for the smooth project execution and project related activities.

**COMPASS Predictive Models** - this tool is required for the smooth project execution and project related activities.

**Global Procurement System -** this tool is required for the smooth project execution and project related activities.

**Global Recruitment System -** this tool is required for the smooth project execution and project related activities.

The above-noted technologies are not only specialized in the industry but are also specialized within TCS in that not all TCS employees are trained in their use.

The Applicant's extensive training in the use and application of these tools makes him extraordinarily valuable to the TCS Canada project team. We anticipate that it would take approximately 24 months of continuous intensive training to develop another employee's knowledge of these tools to the level required for this Project. Since the duration of the Project is estimated to be 36 months, and the Project requires that this role be filled immediately, this is not a viable option.

**TERMS AND CONDITIONS OF EMPLOYMENT**

TCS Canada expects the Applicant's Canadian assignment to last approximately 36 months While in Canada, the Applicant will be placed on TCS Canada's payroll, will receive an annual salary of not less than CAD $86530.00 and will be eligible for performance-based salary increases and standard company benefits. The Applicant will primarily be remunerated by TCS Canada. However, in order to comply with applicable legislation in India and maintain TCS employee status at our parent corporation in India, a small

portion of the compensation will be provided by TCS India. In addition, TCS Canada employees transferred from India continue to accrue pension benefits in India during their time working in Canada for TCS.

While the Project work will take place primarily at the client's offices in Toronto, ON the Applicant's work will be always supervised directly by a TCS Canada manager. Please note that from time-to-time TCS Canada employees are required to work in different locations across Canada. In the event the prevailing wage in a new location is higher than that in the original location, TCS Canada will increase the salary accordingly to match the prevailing wage in the new location.

**BENEFITS TO CANADA**

TCS Canada believes that the Applicant's employment in Canada will provide significant economic benefits to the country and, in particular, to our Canadian client. It will result in the transfer of the Applicant's highly specialized knowledge to TCS Canada's employees, as well as to the IT project staff of our Canadian client. It will also help to ensure that TCS Canada has adequate resources to service our broad range of clients, thereby leading to further company engagements and securing the employment of our existing and future staff.

Thank you for your consideration.
Sincerely,

Suresh Kumar
Immigration HR – Canada
Tata Consultancy Services Canada Inc.
Contact No.  416 660 5104