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August 9, 2023

To: USCIS Office

RE: Role of Mr. Kumaresh Tanthullu at Sloan Valve Company

Dear USCIS Officer,

I am [redacted], and I am currently engaged in the realm of Environmental, Social, and Governance (ESG) education and activism. My role encompasses several responsibilities, including being a Climate Reality Leadership Corps member, Chair of the Chicago Metro Chapter, leading Chicago's Electric Vehicle Campaign, and participating in various environmental groups within Climate Reality Chicago Metro. Alongside these roles, I'm also an author, consultant, and speaker. My past role as Chief Information and Process Officer and strategic planning leader at Sloan for 18 years allowed me to coordinate global IT functions and oversee process improvement endeavors in an SAP Enterprise Resource Planning (ERP) business systems environment. During my tenure, I led teams that significantly enhanced operational efficiency and Sloan's competitive advantage. Over my four-decade career, I've held diverse roles across sustainability, manufacturing, information technology, strategy, and process improvement. I have assisted Motorola and Western Digital Corporation in improving profitability through business process management and ERP implementation initiatives. I have been an advisor for many American businesses and business research companies such as Gartner and Forrester Research on strategy, IT, business technology, and business process transformation. I am a Certified Business Process Master and a Certified Change Management Professional.

I am writing to highlight the critical role played by Mr. Kumaresh Tanthullu in the implementation of a modern Product Lifecycle Management (PLM) system at Sloan, a testament to his remarkable contributions in this field.I had the privilege of recruiting and working with him from 2016 to 2020. His expertise in Product Lifecycle Management (PLM) and ERP skills, along with his prior accomplishments, impressed me. Mr. Kumaresh was already a PLM and ERP software systems specialist before joining Sloan. He played a pivotal role in implementing Sloan's PLM system, facilitating efficient management of engineering information for vital processes such as new product development and engineering change management. Mr. Kumaresh's dedication led to the successful implementation and continued excellence of the PLM system.

Sloan Valve Company, a pioneer in plumbing products for over a century, has been a strong advocate for sustainability and green practices. Sloan leaders have spoken in congressional briefing sessions regarding the importance of green buildings. Sloan was also deemed an essential business during COVID-19 for the significance of its niche hand hygiene-promoting

products such as touchless faucets and soap dispensers. In recognition of its contributions to the war effort, Sloan Valve was awarded the Army-Navy "E" Award, which was a prestigious honor given to companies that demonstrated excellence in the production of goods for the military during World War II. The company specializes in providing innovative and sustainable solutions for the commercial and institutional building markets, ranging from water-efficient products to sensor-activated technologies. Sloan's environmentally responsible products and manufacturing processes aid businesses in achieving their sustainability certification objectives, such as Leadership in Energy and Environmental Design (LEED) and the Well Building Standard (WELL), among others. Sloan has won the WaterSense Excellence Award, awarded by the U.S. Environmental Protection Agency (EPA) to companies in particular for helping businesses and consumers save water in 2021.

Without his commitment and knowledge, Sloan would not have implemented such a robust PLM system that can be relied on for easy business expansion and process automation. This was demonstrated when the PLM operations were expanded to two engineering design centers in a short span of time, augmenting design support activities, and also by the introduction of process automation for making sink designs. He architected the technical foundation of Sloan R&D's digital transformation. He led every aspect of the PLM implementation project, including market research, due diligence, team building, requirements gathering, vendor selection, implementation, data migration, training, continuous improvement, and the daily care and feeding of the system.

Mr. Kumaresh is responsible for developing and maintaining Sloan's mission-critical PLM software system, which:

- Vaults all intellectual and process assets such as product design information, patents, new product development processes, Master Data Management (MDM) processes, etc.
- Serves as the backbone for creating automated engineer-to-order AER-DEC sink system designs, which generate significant revenue for a plant. AER-DEC sinks are popular for their sustainable design, which saves significant amounts of overhead costs for high-traffic public restrooms.
- Distributes tasks, escalations, and reminders via PLM workflows for compliance with regulatory approvals for business-critical processes, including engineering change management, quality deviation processes, etc.

Mr. Kumaresh led the strategic initiative of extending the benefits of the PLM solution to four additional R&D locations, thus pushing the productivity level of R&D engineers. Mr. Kumaresh Tanthullu played a vital role in realizing the following benefits:

- Reduced license costs by standardizing computer-aided design (CAD) tools.
- Integrated multiple Sloan R&D locations, fostering effective collaboration.
- Built a scalable, robust, and modern product data management system.
- Migrated all legacy data to the main PLM system and decommissioned legacy servers and databases.

- Eliminated manual errors and saved engineering man hours for document control by integrating an electronic CAD system into the major PLM system.
- Transformed the tedious paper-based engineering change management process into a simple, transparent digital process with real-time task assignment and status tracking.
- Improved the design time to make sink drawings from 24 hours to 6 hours by automating the design process.

Mr. Kumaresh is a highly trusted business partner and an indispensable resource to Sloan as the only in-house PLM systems expert. Mr. Kumaresh has been with Sloan since the inception of PLM implementation and is intimately familiar with the entire solution ecosystem. Due to his expertise in PLM systems, other significant businesses in various industry sectors—including Weber Grill, Veeco Industries, and AO Smith—also approached him for his counsel and insights. He also assumed additional responsibilities to implement IT solutions for employee onboarding and digital signatures that saved significant amounts of executive time on approvals.

PLM software systems are an integral part of Industry 4.0 technology, which is developing rapidly to elevate American design and manufacturing efficiency to new levels of excellence due to interconnectivity and automation. Mr. Kumaresh's leadership in the PLM and ERP domains, coupled with his academic background and expertise, positions him to make a significant impact in product design, development, and manufacturing process automation. His contributions are not only vital to Sloan but also to the broader economy. Thus, I strongly believe that he merits the approval of his EB1A petition.

Please feel free to contact me with any questions or if you need more information.

Sincerely yours,