



May 17, 1993

Mr. Vasant Natarajan
550 Memorial Drive
Apartment #7A
Cambridge, MA 02139

Dear Mr. Natarajan:

I am pleased to offer you employment as a Postdoctoral Member of Technical Staff in the Microstructure Physics Research Department, BL011114, at AT&T Bell Laboratories. This organization is currently located in Murray Hill, New Jersey.

The term of this employment would be one year, and your initial assignment would involve the kind of work discussed with you by G. Timp. Your salary would be \$3,916.66 per month which is equivalent to \$47,000.00 per year. As an AT&T professional employee, you will be paid once a month.

Our offer is made with the understanding that you would complete your present commitments by August, 1993 and would be available for employment September, 1993.

Your employment would start when you report for work at our Murray Hill location and is contingent upon your meeting our medical requirements. If you accept our offer, please complete the enclosed Preplacement Medical Questionnaire and promptly return it in the envelope provided. The Health Services Department must make a preliminary assessment of your physical condition before we can establish a report for work date. We will then schedule a medical examination for you during your first week of employment.

All new AT&T employees are asked to participate in the federally funded Targeted Jobs Tax Credit survey prior to their reporting for work date. At your earliest convenience, **BEFORE YOU REPORT TO WORK**, please call Mintax, the consulting firm conducting this survey. They can be reached between 8:00 a.m. and 7:00 p.m. Eastern Time, Monday thru Friday, on 1-800-456-6666. You will need to know that your TJTC location code is 6501. This survey will take no more than a few minutes of your time. Your responses will be kept strictly confidential and will not affect your employment offer.

Attached is a list of items you **must** bring with you on your first day so that your authorization to work can be verified. This list identifies *other items you must bring with you* and *forms you will be required to sign in order to be placed* on our payroll. Please carefully review the list and the attached forms. Let me know if you have any questions concerning these requirements.

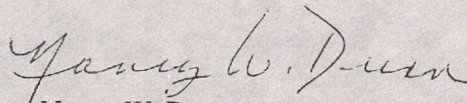
Mr. Natarajan - 2

If you accept our offer, please read the Preemployment Intellectual Property Questionnaire. If you can answer "no" to all questions, please complete the form and return it to me in the envelope provided. If you answer "yes" to any question, please contact me, and I will put you in touch with an AT&T attorney to discuss it in more detail. During this telephone discussion, our attorney will annotate the form on your behalf and will forward to me for your signature when you report to work. Please do not confuse this with the enclosed sample Employee Agreement Regarding Intellectual Property, which is an AT&T agreement that you will sign on your first day of employment.

Please contact me as soon as you have reached a decision concerning our offer of employment. I understand you thought you would decide by June 4, 1993 but I would be pleased to hear from you any time between now and then.

I look forward to hearing from you soon and encourage you to call me collect on (908) 582-2271 using AT&T Long Distance Service with any questions you may have. Dial 10 + ATT + 0 + area code + number or refer to the enclosed brochure or wallet card for dialing instructions. I hope you will decide to join us on the professional staff of the AT&T Bell Laboratories Community.

Very truly yours,



Nancy W. Dunn

Associate Employment Representative

Att.
As above



AT&T Bell Laboratories

subject: Approval of Change in Status to H-1B

date:

5/19/94

from: Nancy W. Dunn
Org. BL079522A
MH 3D-330
(909)582-2271

V. Natarajan

SS# 126 70 9192

Attached is the original notice of approval of the nonimmigrant visa petition and your change of status that AT&T filed on your behalf. Your H-1B visa is effective beginning 6-1-94 and your legal authorization to work at AT&T will be valid until 5-31/96. The approval is employer specific. You may not work for another company without obtaining another H-1B sponsored by that company.

Please safeguard this approval notice. It is the only document you will have to show proof of your work authorization and legal status in the United States.

Please report to the Employment Office at your location. The receptionist will request that you reverify your Employment Verification Form I-9. Attached is a "List of Acceptable Documents" for this purpose. **YOU MUST ALSO COMPLETE A NEW W-4 FORM**

If you depart the United States, you must obtain an H-1B visa at a United States Consulate outside the U.S. before returning. Therefore, you should take this notice along with a Company letter, which I can provide, to a U.S. Consulate and apply for the H-1B visa to be stamped inside your passport.

Again, upon your return to the U.S. you must report to the Employment Office to reverify your Employment Verification, Form I-9.

As a holder of an H-1B visa you will be required to pay Social Security Taxes. It is your responsibility to ensure that your Payroll Department is deducting the appropriate taxes from your salary. Failure to follow up with them, could result in a large sum of money being deducted from your pay at one time, since it can take several months for the Internal Revenue Service (IRS) to inform the AT&T Payroll Department of your change in visa status to H-1B.

Nancy

Nancy W. Dunn
Immigration Specialist

Copy to
Employment Receptionist
Payroll Department IPAY Atlanta Orlando

LISTS OF ACCEPTABLE DOCUMENTS

LIST A

Documents that Establish Both Identity and Employment Eligibility

1. U.S. Passport (unexpired or expired)
2. Certificate of U.S. Citizenship (*INS Form N-560 or N-561*)
3. Certificate of Naturalization (*INS Form N-550 or N-570*)
4. Unexpired foreign passport, with *I-551* stamp or attached *INS Form I-94* indicating unexpired employment authorization
5. Alien Registration Receipt Card with photograph (*INS Form I-151 or I-551*)
6. Unexpired Temporary Resident Card (*INS Form I-688*)
7. Unexpired Employment Authorization Card (*INS Form I-688A*)
8. Unexpired Reentry Permit (*INS Form I-327*)
9. Unexpired Refugee Travel Document (*INS Form I-571*)
10. Unexpired Employment Authorization Document issued by the INS which contains a photograph (*INS Form I-688B*)

OR

LIST B

Documents that Establish Identity

1. Driver's license or ID card issued by a state or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address
 2. ID card issued by federal, state, or local government agencies or entities provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address
 3. School ID card with a photograph
 4. Voter's registration card
 5. U.S. Military card or draft record
 6. Military dependent's ID card
 7. U.S. Coast Guard Merchant Mariner Card
 8. Native American tribal document
 9. Driver's license issued by a Canadian government authority
- For persons under age 18 who are unable to present a document listed above:**
10. School record or report card
 11. Clinic, doctor, or hospital record
 12. Day-care or nursery school record

AND

LIST C

Documents that Establish Employment Eligibility

1. U.S. social security card issued by the Social Security Administration (*other than a card stating it is not valid for employment*)
2. Certification of Birth Abroad issued by the Department of State (*Form FS-545 or Form DS-1350*)
3. Original or certified copy of a birth certificate issued by a state, county, municipal authority or outlying possession of the United States bearing an official seal
4. Native American tribal document
5. U.S. Citizen ID Card (*INS Form I-197*)
6. ID Card for use of Resident Citizen in the United States (*INS Form I-179*)
7. Unexpired employment authorization document issued by the INS (*other than those listed under List A*)

Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274)



AT&T
Bell Laboratories

600 Mountain Avenue
P.O. Box 636
Murray Hill, NJ 07974-0636
908-582-3000

February 6, 1995

American Consulate
Nonimmigrant Section

To Whom It May Concern:

Re: H-1B Visa Issuance for *Vasant Natarajan*

This letter is written to certify that Vasant Natarajan has been associated with AT&T as a Physicist since October, 1993.

He is the beneficiary of an H-1B Nonimmigrant Visa sponsored by AT&T and valid through May 31, 1996, as evidenced by the Form I-797, Approval Notice accompanying this letter.

Since Dr. Natarajan will be required to travel to conferences, seminars and workshops during this time of temporary employment, it is respectfully requested that his passport be endorsed with an H-1B nonimmigrant visa for the maximum allowable time and for multiple entries.

If I can be of further assistance, please contact me. I can be reached by telephone on (908)582-2271.

Very truly yours,

A handwritten signature in blue ink that reads "Nancy W. Dunn".

Nancy W. Dunn
Immigration Specialist