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Dear USCIS Officer,

I am writing this letter in enthusiastic support of Nigel Dsouza's petition for an O-1A visa, which is designated for individuals with extraordinary ability in science and technology.

My name is Aaron Lebron, and I am a Team Leader for the Alternative Investments (Alts) Product Area at Fidelity Investments. I have been with Fidelity for almost 10 years, with the past four focused on Alts — one of Fidelity's top six firm-wide initiatives aimed at enabling clients to access private placements and diversify their portfolios. In my role, I collaborate with top engineering talent and can confidently say that Nigel Dsouza is among the most impactful and talented engineers I've had the privilege to work with.

In my years at Fidelity Investments, I have seldom seen anyone with the selflessness, dedication, and work ethic that Nigel has. He consistently exceeds expectations and supports others in ways that directly impact the success of our platforms.

Nigel has led several initiatives, often self-initiated, that have benefited many of our engineering teams. His key contributions include:

- **Built Deployment Pipelines Using Terraform Scripting:** Nigel single-handedly developed infrastructure pipelines that help all teams within Alts efficiently deploy code, greatly reducing risk and failure points.
- **Disaster Recovery Automation:** He implemented a robust automated process that allows our systems to recover from production failures without manual intervention, significantly increasing stability and reducing operational overhead.
- **Subject Matter Expert:** Nigel is widely recognized as the go-to expert in technologies like Java, Node.js, AWS, Kubernetes, and Terraform. His insight and clarity consistently guide teams in solving critical technical challenges. His absence would leave a considerable knowledge and support gap across Alts.

Given his technical expertise, leadership, and extraordinary ability, I strongly recommend that USCIS approve Nigel Dsouza's O-1A visa petition. His ongoing contributions are essential to Fidelity's technology efforts and to the advancement of critical infrastructure in the United States.

Please feel free to contact me if any further information is needed.

Sincerely,

A handwritten signature in black ink, appearing to read 'Aaron Lebron', with a stylized flourish at the end.

Aaron Lebron  
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