



THE STAFFED 360 LLC.

LETTER OF RECOMMENDATION

The Staffed 360 LLC.
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June 04, 2025

U.S. Citizenship and Immigration Services (USCIS)
Re: Letter of Recommendation for Nigel Dsouza (O-1A Petition)

Dear USCIS Officer,

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

My name is Rahul Bajaj, and I am the Founder and Managing Partner of The Staffed 360 LLC, a staffing and technology services firm providing high-caliber engineering talent to clients across the United States. I have had the privilege of overseeing Nigel's deployment as a consultant and technical lead at Fidelity Investments, and I have closely observed his contributions to both our firm's reputation and to the success of our client's strategic initiatives.

Since joining The Staffed 360 LLC, Nigel has consistently demonstrated extraordinary ability that has set him apart from his peers and added significant value to our organization. He has not only delivered high-impact solutions to Fidelity Investments and Capco but has also helped strengthen our firm's technical reputation and expand our service offerings in the highly competitive cloud and DevOps sectors.

Key Contributions to The Staffed 360 LLC:

- **Client Trust and Engagement:** Nigel's exceptional technical performance at Fidelity Investments has deepened the trust between our firm and the client's senior leadership. His

leadership and initiative have directly contributed to new project opportunities and contract renewals that have expanded our business footprint at Fidelity.

- **Technical Mentorship and Knowledge Sharing:** Within The Staffed 360, Nigel has gone beyond his direct client assignments to mentor new consultants. He has conducted knowledge transfer sessions on AWS best practices, Terraform deployment strategies, and disaster recovery design. These sessions have enhanced our team's capabilities and positioned us as a leading provider of high-caliber cloud engineering talent.
- **Innovation and Service Differentiation:** Nigel's pioneering work in automating infrastructure deployments, developing CI/CD pipelines, and implementing disaster recovery frameworks has inspired our internal teams to adopt similar best practices. His approach has helped us differentiate The Staffed 360 in the competitive staffing market and deliver greater value to our clients.
- **Reputation Enhancement:** Nigel's name has become synonymous with excellence and innovation in the eyes of both our firm and the clients we serve. His reputation has elevated The Staffed 360's standing as a trusted partner in deploying and supporting cloud-based engineering solutions.

Nigel's self-initiated leadership, technical expertise, and collaborative mindset have consistently exceeded our expectations and advanced our firm's strategic objectives. He exemplifies the very definition of extraordinary ability.

In my experience overseeing technology staffing for enterprise clients, I can confidently state that Nigel Dsouza is among the most exceptional engineering professionals I have encountered in my career. His continued presence in the United States is vital not only for our firm's success but also for the advancement of cloud infrastructure and technology innovation in the broader U.S. economy.

I strongly and unequivocally support Nigel's O-1A visa petition and respectfully request that USCIS approve his application so he may continue to contribute to our industry. Please do not hesitate to contact me for any further information.

Sincerely,

A handwritten signature in black ink, reading "Rahul Bajaj". The signature is fluid and cursive, with a horizontal line extending from the bottom of the name.

Rahul Bajaj
Managing Partner
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