

Fidelity Investments
Two Destiny Way
Westlake, TX 76262
Naganand.Deenadayalan@fmr.com
682-802-9672

05/23/2025

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 science and technology.

My name is Naganand Deenadayalan, and I serve as a Squad Leader within the Alternative Investments division at Fidelity Investments, where I have led multiple product teams. I have had the privilege of directly supervising Nigel for the past four years, during which he has consistently demonstrated exceptional expertise, innovation, and leadership in software engineering, automation, and cloud infrastructure design.

As a Professional Services Technology Consultant, Nigel has contributed significantly to the success of my team and Fidelity Investments in Alternative Investments product development. Some of his key contributions include –

- Developing end-to-end automated process flows on AWS platform using Java and Node.js technologies
- Building innovative deployment pipelines using Terraform scripting
- Integrating Control-M scheduler to AWS batch
- Automating Disaster recovery process
- Innovative solutioning to handle server auto-scaling scenarios

Nigel possesses exceptional problem-solving skills, which has helped overcome several issues. I can recall the numerous issues team faced due to changes made by Enterprise Cloud team that impacted deployments related to terraform changes. Nigel single handedly troubleshooted and found ways to overcome these hurdles. He also shared limitations and found work arounds that were shared with Enterprise cloud architects. I recall them saying 'You should have been an architect', appreciating his sound knowledge and innovative problem-solving skills.

Nigel is a complete team player. He is always available and approachable. He shares knowledge and is ready to support other team members when needed. His knowledge and expertise are

highly regarded by other external teams as well and they take his input during development and deployment. He collaborates with cross-functional teams and drives results.

Nigel is a quick learner. Any technology upgrades, fixing security vulnerabilities, implementing new workflows, automating deployment processes, setting up infrastructure on cloud, you name it, and Nigel is my go-to. His qualities of eagerness to learn new technologies, troubleshoot issues, and quick to implement sets him apart.

Based on my experience leading high-performing technical teams, I can confidently say that Nigel stands out as an individual with truly extraordinary ability in cloud engineering and automation. His unique skill set, and contributions have had a profound and lasting impact on our organization.

I strongly and unequivocally support Nigel's O-1A visa petition and respectfully request that USCIS grant him the ability to continue his work and innovation in the United States. Please feel free to contact me if further information is needed.

Sincerely,



Naganand Deenadayalan
Squad Leader, Alternative Investments
Fidelity Investments
Naganand.Deenadayalan@fmr.com
682-802-9672