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06/03/2025

U.S. Citizenship and Immigration Services (USCIS)  
Re: Letter of Recommendation for Nigel Dsouza

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 Naveen Yarlagadda, I am a Technology Manager within Core Brokerage Technology – Alternative Investments area of Fidelity Investments, I have been a Technologist close to 20 years and has been working with Fidelity Investments for the past 14 years, leading large-scale technology teams focused on enterprise brokerage and investment platforms. In this role, I have had the opportunity to evaluate and guide many talented engineers, and Nigel Dsouza stands out as one of the most capable and impactful professionals I have encountered.

As a Technical Lead at Fidelity Investments, Nigel has demonstrated extraordinary ability in full stack engineering by developing several complex solutions for Alternative Investments. I can confidently say that he is the top performer among all professional services engineers we've worked with over the last three years.

Over the past 4 years under my mentorship, Nigel has consistently exhibited exceptional skill in developing sophisticated brokerage technology solutions. His passion for innovation and deep understanding of full stack engineering and cloud technologies have directly improved the productivity of my development teams.

Notably, Nigel's contributions in Cloud DevOps, automated disaster recovery, and Terraform standardization have created long-lasting impact. He was brought in by our professional services vendor during a particularly difficult project — the Capital Call Workflow — where his problem-solving ability helped remove key blockers and train others, ultimately enabling the project's success.

Nigel is currently leading technical efforts on another high-priority initiative. His work has received praise from Fidelity's enterprise architecture team, business leadership, and peers. He has earned five Recognition Central awards and other accolades for his leadership, collaboration, and engineering acumen.

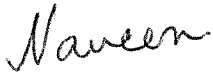
One of his most critical contributions involved developing automated recovery solutions for failures in the AWS-Control M infrastructure. These solutions have made multiple bulk-processing applications self-reliant, reducing downtime and eliminating the need for manual support interventions.

His CI/CD utility pipelines, now widely used across teams, have reduced manual deployment time from 20 minutes to just 5 minutes. He has led over 20 successful production installs over these few years without a hitch. In addition to his technical excellence, Nigel is a generous mentor and a highly respected teammate. He shares his knowledge freely, provides support to other engineers, and has conducted multiple knowledge transfer sessions across my organization.

In conclusion, I strongly support Nigel Dsouza's O-1A visa petition. His extraordinary ability, proven contributions, and leadership in high-impact technical domains make him an exceptional asset to Fidelity Investments and to the broader U.S. technology industry.

Please feel free to contact me if additional information is needed.

Sincerely,

A handwritten signature in cursive script that reads "Naveen".

Naveen Yarlagadda  
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