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**July 24th, 2025**

The Staffed 360 LLC.  
Mr. Rahul Bajaj, Managing Partner  
1010 SW 1st Street  
Boca Raton, FL 33486

To Whom It May Concern,

## RE: Confirmation of High Salary and Extraordinary Role of Mr. Nigel Dsouza – O-1A Visa Petition

This letter serves to confirm that Mr. Nigel Dsouza is employed by The Staffed 360 LLC as a Principal Software Engineer and Technical Lead, and to provide formal verification of his compensation and the exceptional nature of his position within both our organization and the U.S. technology sector.  
  
Mr. Dsouza is the only The Staffed 360 LLC employee assigned in a senior technical leadership capacity to the Capco–Fidelity Investments client engagement — a placement that reflects his high level of expertise, trustworthiness, and professional standing. His role involves directly leading the design and implementation of cloud-native infrastructure, disaster recovery frameworks, and CI/CD modernization for one of the world’s most tightly regulated financial services environments.  
  
As of this letter, Mr. Dsouza receives a wage of $57.00 USD per hour, based on a standard full-time schedule of 40 hours per week. This results in an annualized compensation of approximately $118,560 USD per year.  
  
This compensation level:  
- Exceeds the average and median salaries for software engineers and consultants in the Dallas–Fort Worth metropolitan area;  
- Is aligned with or above the prevailing wage for senior engineering roles such as Tech Lead or Principal Engineer, per H1Bdata.info and private salary benchmarking tools (Glassdoor, Levels.fyi, Robert Half, and Dice); and  
- Places Mr. Dsouza within the top 10–15% of earners in his occupation and region, based on third-party industry data.  
  
More importantly, Mr. Dsouza’s compensation is not solely a reflection of market rates and it is a direct result of the extraordinary impact he delivers in his role. His recent contributions at Fidelity include:  
  
- Designing a zero-touch disaster recovery framework for multi-region AWS deployments,  
- Reducing infrastructure deployment times by over 75% through automation pipelines,  
- Standardizing Terraform-based DevOps modules adopted across cross-functional teams.  
  
His placement at Fidelity, through Capco, would typically be filled by direct full-time employees, yet he was chosen for this strategic leadership role due to his highly specialized capabilities, a distinction that further illustrates the exceptional nature of his employment.  
  
To support this statement, Mr. Dsouza’s petition includes:  
- IRS W-2s and recent pay stubs confirming current annualized earnings,  
- A salary benchmarking chart demonstrating how his compensation exceeds typical ranges for his region and job title.  
  
We respectfully confirm that Mr. Dsouza’s compensation and employment meet the standards of “high salary or remuneration in relation to others in the field,” as defined by USCIS criteria under the O-1A visa category.  
  
Should further information or clarification be required, please feel free to contact us.

Sincerely,

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Description automatically generated with medium confidence

**Title**: Founder, Managing Partner

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