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U.S. Citizenship and Immigration Services
U.S. Department of Homeland Security

To Whom It May Concern:

I write this letter to confirm that Sagar Gupta is a current member of Forbes Technology Council and that they were invited to join March 2025 because of their outstanding accomplishments in the field of enterprise-wide digital transformation.

Member Background

Mr. Sagar Gupta is a distinguished technology executive with more than 24 years of experience leading enterprise-wide digital transformation, artificial intelligence adoption, cloud modernization, cybersecurity initiatives, and enterprise software implementations across multiple industries.

As IT Solutions Manager at ESTo3 Inc., Mr. Gupta is responsible for the strategic direction and execution of critical technology initiatives supporting multiple business divisions. His leadership encompasses Enterprise Resource Planning (ERP), Customer Relationship Management (CRM), cloud infrastructure, cybersecurity, artificial intelligence, software development, and business process automation.

Mr. Gupta has established himself as a recognized expert in enterprise technology through his sustained record of professional accomplishments. His achievements include serving as a lead speaker at NetSuite's SuiteWorld conference, one of the world's premier enterprise technology events, publishing thought leadership articles in recognized technology publications, serving as a peer reviewer for scholarly journals and international conferences, receiving industry awards for technology leadership, and being selected for invitation-only executive leadership forums.

His expertise in enterprise systems, artificial intelligence, and digital transformation has contributed significantly to organizational innovation, operational efficiency, and business growth. Through his leadership, organizations have successfully modernized legacy systems, implemented advanced enterprise platforms, and adopted emerging technologies to enhance business performance.

These accomplishments, together with his recognized leadership within the technology community, distinguish Mr. Gupta among the top professionals in his field and were material factors supporting his invitation into Forbes Technology Council.

Forbes Technology Council is an invitation-only organization for respected technology leaders selected for their depth and diversity of experience. It is part of Forbes Councils, a professional community that proactively connects members with one another and with best-in-class resources based on their specific business needs. The platform provides opportunities for thought leadership, professional networking, and peer collaboration—most notably, members may publish expert articles on Forbes.com, contributing to their industry and professional credibility.

Membership Standards and Selection Process

Membership is highly selective, with an acceptance rate of roughly 10–11%. Applicants must meet baseline criteria, including:

- Senior-level executive status

- A company with at least \$1M in annual revenue and/or \$1M in financing

However, these minimums are not sufficient alone. Applicants must demonstrate outstanding professional accomplishments that set them apart from their peers. Every application undergoes a rigorous review by an internal selection committee, composed of professionals trained in evaluating leadership and success in their respective industries.

Selection Committee Details:

1. **Expertise and Training:** The committee is made up of internal staff who receive specialized training from Forbes Councils leadership to assess leadership qualities across various sectors, including software development, program management, and information technology.
2. **Governance and Authority:** A structured and standardized review framework ensures fairness and relevance. The committee's authority is rooted in its training and subject-matter expertise, ensuring only highly qualified individuals are admitted.

Since joining Forbes Technology Council, Mr. Gupta has actively contributed to the advancement of technology leadership and industry knowledge through his participation in the Council's professional community.

His activities include:

- Publishing expert articles and thought leadership content on topics including Artificial Intelligence, Enterprise Resource Planning (ERP), Digital Transformation, Cloud Technologies, and Technology Leadership.
- Collaborating with senior technology executives, founders, and industry leaders across multiple sectors through the Council's exclusive professional network.
- Contributing professional insights and practical expertise derived from large-scale enterprise technology implementations and innovation initiatives.
- Participating in executive-level discussions regarding emerging technologies, organizational transformation, cybersecurity, and business modernization.
- Leveraging the Forbes platform to share knowledge and best practices that benefit the broader technology community.

Through these activities, Mr. Gupta continues to demonstrate sustained influence and professional standing within the technology industry.

I would further note that Forbes Technology Council is not an open-membership organization. Membership is extended only after a comprehensive review process conducted by an internal selection committee trained to evaluate professional accomplishments, leadership experience, industry impact, and executive-level achievement. Applicants must demonstrate accomplishments that distinguish them from others in their field, and acceptance rates historically represent only a small percentage of applicants. Mr. Gupta's invitation to join Forbes Technology Council was therefore based upon recognized professional achievements and a sustained record of excellence within the technology industry.

As such, Mr. Gupta's proven record of innovation, leadership, thought leadership contributions, industry recognition, and professional accomplishments placed him among the select group of technology leaders deemed qualified for membership in this prestigious invitation-only organization.

Sincerely,



Ryan Paugh,
Co-Founder and COO
Forbes Technology Council