



Dear Hiring Manager,

I was first impressed with John Smith's desire to learn and grow as a software developer when I hired him as a contractor. He was assigned to work on a web-based dashboard for one of our clients. His duties included the development of new and maintenance of existing dashboard pages. These pages displayed information retrieved from a SQL Server database. He used his knowledge of JQuery, C#, HTML, CSS, and Visual Studio among others to accomplish his daily tasks.

Most companies do not look for junior or associate level programmers. They typically look for more seasoned or experienced engineers. Cost requirements forced us to look for someone with much less experience. However, I felt that with a small amount of coaching John would do well for us. All I can say is, "WOW!" John did a fantastic job! He attended daily scrum meetings and effectively communicated with the other members of the team. He completed his assigned programming tasks quickly. He took initiative to find and complete additional tasks when new ones had not yet been assigned to him. Did he need that coaching? Sure. But to a much smaller extent than I expected. He did the work of someone with more experience under his belt. I can recommend John without reservation.

If the funding for the project John was on had not been reduced he would still be working for me. I would hire him again without any concern for his abilities. In fact, I hope to do so as soon as possible. However, if you hire him before I get the chance, congratulations! You will have made a good choice.

Sincerely,

A handwritten signature in black ink that reads "Michael Livingston". The signature is fluid and cursive.

Michael Livingston
President
Spyder Byte Studio LLC