

June 25, 2020

Subject: Recommendation for Amir Hejazi

To whom it may concern,

As Amir Hejazi's teammate and project manager at IDEX Health & Science for the past year, I've benefited from his creative problem-solving, tireless work ethic, and willingness to do whatever it takes to support our biggest customers.

Amir was directly responsible for critical elements of our production process in his role as Manufacturing Engineer. He was unique on our team in his understanding of electro-mechanical systems, and his ability to write code to control these systems (test stands). That deep knowledge led to strong troubleshooting of our products and root cause analyses that truly identified problems, leading to robust improvements that maintained current business, and set us up for future growth.

As a colleague, Amir is incredibly gracious and kind. He demonstrates excellent teamwork and consistent professionalism, showing all the hallmarks of servant leadership. He communicates his knowledge effectively and is willing and able to learn/try new things. Beyond that, as his co-worker, I have to say that his humor and good nature make tough deadlines much easier on his team.

I'd be happy to answer any questions you might have about his specific skills and experience.

Thanks, and best regards,

Rory MacCrimmon
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