



- ☒ NDI Headquarters
- ☐ NDI Ascension Technology Corp.
- ☐ NDI Europe GmbH
- ☐ NDI Asia Pacific

December 30, 2016

Via email

Co-op Students of the Year Award Committee
Co-operative Education
University of Waterloo
200 University Avenue West
Waterloo, Ontario
N2L 3G1

Re: Awn Duqoum Nomination for Coop Student of the Year Award

Dear Sir/Madam,

NDI is excited to hear that Awn Duqoum has been nominated as a recipient for the Co-op Student of the Year Award. Awn contributed significantly to the launch of the Polaris Vega which is the 3rd generation of NDI's flagship product. To ensure the Polaris Vega shipped on time in the fall of 2016 additional staff was recruited to the project and this included several members of the Advanced Research team, including Awn. Awn was asked to assist the firmware development and design verification teams diagnose some particularly challenging bugs. Awn worked closely with both groups and quickly became relied upon by the senior staff to contribute by developing sophisticated test scripts, in-depth analysis and recommendations for the path forward. Awn worked independently without the need for constant supervision and direction. We successfully met our product launch deadline where Awn provided critical work for that project where he was clearly operating as a seasoned developer and not at a typical coop student level.

Prior to being recruited onto the Polaris Vega team, Awn developed an analytics web platform to explore the data which we generate in our manufacturing operations. In the past, a lot of time was spent pulling together historical data to assess our process performance but with the new web platform data visualization and analysis occurs much faster. With this project, Awn independently researched different web-based tools and methods and then worked closely with our senior scientific staff to create the statistical reports. The analytics platform is regularly used and we are planning to expand its capabilities in the coming year based on the solid foundation developed by Awn.

However, despite Awn's technical growth it was his personal growth that particularly impressed the Advanced Research team. Awn spent two terms at NDI. During his first term, Awn performed well but we identified several areas of improvement. Awn reflected on his performance from the first term with us and applied a lot of the advice that was provided to him. He clearly performed at a much higher level in the second term. Many of his colleagues commented on his personal growth and he became a voice of authority on certain topics. He accelerated many of our analysis and design verification processes, and as he did that, he also became a key figure in finding solutions to the issues that were identified. Awn was able to work closely with our senior developers, contribute his ideas and implement them successfully. These types of behaviours are rare in a coop student we were quite pleased to contribute to his growth.

To summarize, Awn was a valuable member of the Advanced Research team at NDI and he developed a tremendous work ethic during his tenure here. We strongly support giving this award to Awn and we encourage him to contact us when he graduates to explore potential full-time employment opportunities.

Best regards,

NORTHERN DIGITAL INC.

per:

A handwritten signature in black ink, appearing to read "Andrew Wiles". The signature is fluid and cursive, with the first name "Andrew" written in a larger, more prominent script than the last name "Wiles".

Dr. Andrew Wiles, Ph.D., P.Eng.
Manager, Advanced Research
awiles@ndigital.com
Ext. 314