

Name: Shane Cross

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Date: 10/24/2022

Dear employer,

This is to inform you that Temkin Mengistu Ali was posted as a software engineer for the GiddyOps (www.giddyops.com) project, from January 24, 2022 to October 17, 2022.

Temkin is a dedicated worker. His timely, well-documented, and efficient code has been instrumental to our ability to stay on target with our development schedule. In addition to his skills as a developer, Temkin is also a first-rate human being. His kindness, patience, and willingness to take on new challenges has been an inspiration to not only myself, but to the entire team as well.

We wish him the best of luck for his future.

Sincerely,

Shane Cross

Project Manager

Giddy Ops

A handwritten signature in black ink that reads "Shane Cross". The signature is written in a cursive, flowing style.