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To Whom It May Concern:

I had the pleasure of working with Dmitry Zorin during the summer of 2016. It was during this time that I was able to witness, firsthand, Dmitry's software development potential and capabilities. Dmitry has impressed me with his eagerness to learn and improve the products produced by our Silicon Valley start-up company. He has acquired skills that can never be taught in an academic setting. His ability and willingness to learn and execute is what makes me want him back on my team. Dmitry was one of the few interns we've had at People Power Company who was able to produce real results in an environment that is, often times, both ambiguous and challenging. This is exactly what any company should want in an engineer.

The following story is true. People Power Company invented a new technology to enable hardware products to learn new features and services that the original manufacturers never imagined. In the same way that a mobile app developer can create a new feature on a smartphone through a mobile app, our technology enables any software developer to teach any Internet-connected hardware product how to perform new functions and deliver new experiences. Dmitry Zorin was the *very first person* outside of our core team of experts to attempt to teach an Internet-connected product something new – in this case, an Internet-connected thermostat. Dmitry, with very little guidance, set his mind to the task and was able to produce a Bot capable of inducing a different behavior into these thermostats that the original manufacturer never intended. I personally reviewed his code (Python, in this case), and found he has proven his understanding. This achievement alone was outstanding, but what follows is even more impressive. I have personally assigned the development of similar features to not one but *two* individuals, both of whom hold a Ph.D., and one of which was a professor. Neither of these Ph.D. "experts" could not create anything like what Dmitry Zorin was able to



develop and prove himself. Let me be clear: I have seen more commitment and activity out of Mr. Zorin during a summer in 2016 than I have seen out of two individuals who hold Ph.D.'s on the subject. This fact, alone, should be celebrated.

Dmitry did not stop there. He went on, during his internship, to completely change software development focus and help our server team with a critical task. The web interfaces that allowed our team to test our API infrastructure was in desperate need of an overhaul, and Dmitry was called upon to lead the development. Dmitry was able to completely reimagine the user interfaces our engineering team relied upon to interact with our own server APIs, and do so in a way that felt natural to the users. These enhancements improved efficiency and easy-of-use across every member of our team, and I continue to use the results of his work on a weekly basis.

It is without hesitation that I recommend Dmitry to be a contributing member of any high caliber software engineering team. He has the enthusiasm, tenacity, and skills that I desperately attempt to find in the real world. If given the opportunity, I would gladly welcome Dmitry back on my team, and hope to do so in the future. Please do not hesitate to reach out to me personally with any questions regarding Dmitry's capabilities. This is one individual who should not be overlooked.

Best Regards,

David Moss  
President & Chief Technology Officer  
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