I am writing to strongly endorse Mary Smith to your undergraduate program and the Special Scholar Award. It has been a pleasure to get to know Mary as a student; she is well liked by her colleagues and fellow students. It has been rewarding to work with caring, compassionate, and reliable young woman.

Ms. Smith is currently a Research Programmer here at Gender Race Bias Inc. During her tenure in our research group, Ms. Smith has proved to be invaluable member of our research team. We have performed countless studies focusing on the upper atmospheres of both Earth and Mars, from which Ms. Smith responsibility has been developing code to process satellite observations. She diligently completed each task assigned to her, putting in whatever amount of time was needed to do so. She would also seek out answers to difficult problems unprompted, unafraid to ask probing questions of others.

From my meetings with Mary, it is clear that she is passionate about her work. She has organized and lead research meetings with our group, and meets weekly with other colleagues and collaborators. She is diligent, responsible, well-organized, and a team player. Her willingness to put in the time when tackling a difficult problem has served her well, resulting in the publication of a respectable number of research articles. Furthermore, she is an active member of our education and outreach program, where she both participates in and leads monthly meetings.

In closing, I believe the record of Ms. Smith speaks for itself. Out of the > 100 Research Programmers I have collaborated or supervised during my time here at Gender Race Bias Inc., Ms. Smith is among the top 10% of those I have had the privilege to work alongside. As a woman excelling in science, she is the perfect candidate for the Special Scholar Award. I am confident that Mary will be a great asset your program. She has my recommendation. Please feel free to contact me at the information provided below for any additional information regarding Ms. Smith and her application.

Warmest Regards,

ELSP

Research Scientist/Engineer

Gender Race Bias Inc.