

To whom may concern,

It is my pleasure to enthusiastically recommend Zhaobo Wang, who currently working as a software engineering intern at SAP. He is in SAP HANA Tooling team. He is responsible for feature development, bug fixed and writing tests.

My name is Grant Ma and I am a development manager at SAP currently. I joint SAP in 2010 after SAP inquired Sybase. Inc. and I have been working in SAP HANA Tooling team over 10 years.

Zhaobo joined SAP HANA Tooling team on March 28,2022. SAP HANA Tooling team is one of core project team to SAP. The team is mainly responsible for tooling development for SAP HANA database and its cloud services. When Zhaobo first joined the team, he had a lot to learn, and he was able to balance each task well.

As a colleague student, Zhaobo gained solid software development skills from his study. And also, he has a lot of interest in web application development which matches our team's reasonability very well. And after he joined our team, he was able to work together with his mentor and the whole team to complete the tasks in time with high quality. Zhaobo is young, talented and easy going, besides the daily work, he is also interested in the company's event such as Basketball game and etc.

At the same time, SAP opened the iXp Program to all interns, which often held some interesting activities and tons of meetings to help new intern pursuing their career goals, and he also likes to actively participate in them, and participated in the 50th anniversary celebration video shooting.

I highly recommend Zhaobo for future jobs or graduate programs in tech field. He keeps improving on his technical skills and soft skills. I believe he has been fully prepared for this opportunity and I hereby show my strongest support for his application. Your favorable consideration will be greatly appreciated. If you need further information, please do not hesitate to contact me.

Sincerely,

Grant Ma

SAP China Co.,Ltd Outsourcing Park, Hi-Tech Zone, 710077 XiAn Shaanxi, China

T +86 29 6821-1564, M +8 61592 948-6096, E [grant.ma@sap.com](mailto:grant.ma@sap.com)