September 22nd, 2021

Nick Stepanov
Supply Chain Manager
Greenlight Innovation Corp.

To Whom It May Concern:

I am very pleased to write this letter of recommendation on behalf of Kane Lo-Hog Tian. Kane was employed by our company as a co-op Software Developer since September 2020 and was promoted in September 2021 to a permanent full-time Software Developer upon his graduation from SFU. As of the date of writing, he is currently employed by Greenlight and works under my supervision in the internal Software team that I manage personally.

Kane is a hard-working, dedicated employee and a key member of our internal software development team. He has helped train new co-ops and rotated through the scrum master role during our software development cycles. He is a very competent coder who has helped program several major applications such as the company Portal and Timesheet web apps. The Portal in particular is a critical web application used by the entire company to manage parts and production flows. Kane helped develop it with the help of 3 other coders in a period of 6 months.

Kane has developed productive working relationships with our staff and outside of our department. He handles conflict with grace and intelligence and his dedication to get the job done is bar none. He has often stayed late to meet an important deadline. He has shown to care a great deal about our team and company success.

He is an excellent team player and computer programmer and thus he would be a valuable addition to any company he chooses to join. I highly recommend him as a software developer.

Sincerely,

Nick Stepanov