Kareem DaCosta is one of the most dedicated, talented, hard-working software engineers that I have had the pleasure of working with. Kareem and I first met in 2022 over email when I became his intern manager for the Meta University Software Engineering internship. The first indication of his motivation emerged when he asked me for some online resources so that he could get a jump start on web development before the internship started. I sent him some websites, and he not only started the courses I sent him but completed them before arriving in Menlo Park.

Throughout our time together, one thing that always struck me was his desire to learn and improve himself as a software engineer. The pace of the Meta University internship is extremely fast, but Kareem stepped up to the challenge at every moment. I remember sitting down with him to explain how web development worked, from the DOM and how HTML/CSS/JS interacted with it versus React, to the role of backend servers. He listened attentively and asked me clarifying questions to the point that we went over our scheduled time and I had to run to a meeting. He spent that time teasing out what I had told him until I came back and we continued our conversation, staying overtime in the office.

When planning out his capstone project, we created an ambitious project plan to complete his basic requirements by the third week so that he could use the remaining weeks for stretch features. For major features, such as his searching algorithm and pagination, he would always arrange meetings with me to outline solutions, bringing in methods he had already researched to discuss what the best implementation would be for his project. He was able to learn and implement these methods at an impressive rate, finishing his project ahead of schedule. Once his project was done, his pace didn't slow down, and he kept creating more stretch features and refactoring existing code. Impressed by his workspeed, I encouraged Kareem to start setting up in Meta's internal systems so that he could begin contributing to the Facebook codebase and help give him a sense of what professional software engineers do. He immediately jumped right into it and helped solve and close an internal bug, making sure to communicate with me every step of the way and collaborating with some of the other software engineers on my team.

Kareem's flexibility as a software engineer was extremely impressive. He was very receptive to feedback: for example, he had never used pull requests on git before, but once I told him about them and explained their importance in allowing me to review his code, he began using them. He continued incorporating my advice on how to improve his commits and pull requests including the use of videos highlighting new features, more descriptive requests and clearer commit messages, and making smaller pull requests with multiple branches for different features. With a bit more time, Kareem could easily outperform many of the full time software engineers on my team.

Beyond Kareem's exemplary performance, his willingness to learn from and work with other software engineers impressed me greatly. He was able to solve most of the

problems that cropped up on his own and using resources like StackOverflow, but he wasn't hesitant to ask me questions to unblock himself or work through a major feature of the website. When talking with me, he clearly illustrated what the issue was and what steps he had taken towards tracking down the cause of the bug, or what he had tried to do to fix it if he had discovered the cause. I told Kareem the best way to ensure he understood something was to help someone else understand it, and he took this to heart. Other interns often asked him for help with new features, and he always took time to explain how to create it at a high level, or if they needed additional support, work with them to implement the feature or track down and fix bugs that cropped up. Simply put, Kareem worked hard to gain proficiency in web development and aided other interns as he did.

I have no doubt that Kareem will be an extremely successful software engineer wherever he ends up. I give him my most fervent and sincere recommendation.

Sincerely,
John Huang