

To whom it may concern:

My name is Harmon Keener, and I am a software developer and team lead at Tata Consultancy Services (TCS). I worked closely with Louis Casillas at TCS for nearly two years. He was my supervisor and coworker on five projects during that time. His day to day efforts consisted of managing these projects, as well as additional projects, nurturing our relationship with our client, and also performing system administration work.

While I worked with him, Louis showed himself to be a talented and proficient manager. He was the kind of manager that strove to better his team members, rather than just let them idle in their current station. He pushed me to overcome my own reservations and take on a role as team leader under him for some of his projects. He offered other team members opportunities outside their comfort zone to give them a chance to grow. Louis encouraged the team to explore ideas and innovate when solving problems in our projects, offering advice when we needed it. He also took care of his team, stepping in to help if ever the situation called for it.

As a developer, Louis was the very definition of a “go-getter.” In addition to the work he was given by our client, he would seek out other projects at TCS to which he could contribute. He joined an internally developed project in our facility and became such an asset to them that he was given a leadership position in that team as well. Louis’ development work was consistently high quality, always pleasing to the client, and he never missed a deliverable. He is a skilled developer; he is well versed in many technologies, and is always excited to have a chance to learn more.

Overall, Louis is a model project manager and a capable, enthusiastic developer. He knows when to manage, and when to let people manage themselves. He can analyze software problems and code solutions to them with ease. I strongly recommend him for any position in either of those professional areas. Please contact me if you have any questions or would like to speak more on the subject.

Thank you

Harmon Keener
Software Developer/Team Lead, Tata Consultancy Services