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August 26, 2016

Dear <perspective employer / manager name here>,

I am very please to write this letter of recommendation of behalf of Luke Laibly.

Luke worked as a process engineering intern at PolyOne Corporation. I had the opportunity to work closely with Luke throughout the summer, as he excelled at leading several projects throughout the summer.

Luke managed projects that would serve as improvements to the manufacturing systems throughout the plant floor. His big ideas and innovation have played a large role in helping the manufacturing and engineering department to implement alternate methods for continuous improvement through application of lean engineering methodologies. Luke's strong interpersonal and communications skills allowed him to accomplish this through building relationships with personnel at all levels throughout the plant. This was important for Luke when it came to identifying the needs of the manufacturing floor and determining the appropriate solution. Through building these strong relationships with plant personnel, Luke was also able to help implement new technology that would improve efficiency out on the shop floor, as well as train those who would be involved with the software. Luke has exceeded the expectations of the PolyOne Corporation through his accomplishments as the engineering intern.

In my experience working with various students and/or peers during their college career or searching to start and develop their career, I have found a special group of individuals I would label 'hidden jewels'. These students have started at various colleges/universities and either taken time to adapt to the academic rigor or been initially distracted by the many clubs or activities they can participate in. The end result is an initial struggle academically. From these struggles some drop out, but others adapt, make changes in their priorities, and develop tenacity that scholars have now termed *grit*. These students have developed ways to identify problems, define solutions, implement them and then refine or reinvent, whichever is more appropriate.

Luke is one of these students that have developed *grit*. He has used this determination to become an effective project leader, excelling in environments that thrive from inspired and effective team effort. No doubt this is a byproduct of his success and ability to adapt to adverse circumstances. Luke is an extremely intelligent and driven individual who confronts challenges head-on. I believe that Luke Laibly has tremendous potential as a professional in any industry he chooses to embark into. His inimitable vision and fortitude will serve as a valuable asset to any team that he is a part of and he will definitely aid the team in finding success.

I recommend Luke and wish him the very best in all future endeavors.

If I can be of further assistance, please feel free to contact me directly at (920) 748-1159.

Warm Regards,

A handwritten signature in cursive script that reads "Alexis Alvarez".

**Alexis Alvarez**  
Manufacturing Process Engineer