

18 November 2024

FROM: **Timothy D. Frantz, CIS**

Instructor, Computer Information Technology

3000 College Dr. S, Lethbridge, AB T1K 1L6

Ph. 403-320-3202x5574

Cell 403-330-2656

timothy.frantz@lethpolytech.ca

TO: Interested Party

Dear Sir/Madam,

I am writing to you regarding a reference for Natnael Tsegay. I have been his instructor at Lethbridge Polytechnic for the past year and a half and have observed his participation in class and in class discussions, a variety of his assignment submissions, and in his role as a Team member/leader.

I have been most impressed with the following characteristics:

- Enthusiasm
 - Natnael shows enthusiasm for professional and personal growth, which manifests itself in all class activities, discussions, and assignments
 - He is engaged in every aspect of class lectures and activities, actively listening and asking questions
 - Nat is a pleasure to have in the classroom.
- Commitment and work ethic
 - Natnael consistently and regularly shows that he is willing to work hard and do whatever is required
 - He is always striving to learn and improve on his academic and technology skills. Especially notable has been his successful efforts to master the concepts of systems analysis and design
 - Nat strives to excel in everything he does, working hard on his assignments and team responsibilities, despite the many other demands on his time and energy.
- Communication skills
 - Natnael is a good communicator, always focussing on expressing his thoughts clearly and understandably
 - Natnael is working hard to hone his writing skills, in technical accuracy and readability contexts.
- Character
 - Natnael has a deep sense of moral integrity and ethical commitment
 - He is very polite, kind, and gentle. He is always doing everything he can to help his fellow students.
- Team member
 - Natnael is a natural leader, cheerfully doing whatever is needed to ensure the success of any project he works on, and the people he works with
 - Natnael is never afraid to ask questions, placing the success of every small job above his personal success and ego
 - While Natnael works extremely well as an individual, his ability to function well as a team member is clearly evident.

I am comfortable stating that Natnael would be an asset to any company or business. Given the need for a new employee with his qualifications, I would hire Natnael.

Sincerely,

Timothy D. Frantz