



March 30, 2018

To Whom It May Concern:

Please accept this letter as evidence of my recommendation of Peter Eldredge as a software developer. I worked with Peter for the last six months as a co-op student (partnering with Drexel University, where Peter is getting his Computer Science BS degree), working in our R&D department at Personnel Data Systems. During this time we assigned him a number of different projects including the following.

- Work on system libraries and programs to support the new release of our software product.
- Develop SQL database scripts, procedures, and functions in coordination with the above.
- Debug issues with existing software or work-in-progress software, for clients and internal staff.
- Review and rewrite technical documentation (and initial help screen text for users).
- Write, debug, document, and create release videos for an entirely new module in our product.

As part of his work Peter had to interact regularly with other R&D team members, with QA and product release teams, with documentation personnel, and with internal Support staff. He used and became proficient in Transact-SQL, SQL Server Management Studio, Microsoft Visual Studio, Team Foundation Server, as well as C-Sharp, VB.NET, ASP.NET, and JavaScript.

When Peter started, I let him know that my intent was to give our co-op students projects that were more complicated than their current skill levels, but I still expected them to quickly become proficient. He accomplished these, and while doing so made himself a natural part of our overall team.

In fact, he exceeded my expectations. We typically hire co-op students who are on their second or third co-op cycles, but we decided to take a chance with a more junior person. I explicitly let Peter know that although he was less experienced, I was not going to lower my expectations. He worked extra hard and soon became very effective. I gave him a large project that was completely different than other components in our system so had nobody else to use as a crutch to help him along. Yet he successfully delivered a major module in our upcoming software release.

I am confident that anyone else who employs Peter will experience the same dedication, work, and team interaction that we experienced with him this year.

I would be happy to discuss Peter further with anyone who has additional questions.

A handwritten signature in blue ink, appearing to read "Marco L. Padovani", is written over a horizontal line.

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