

To whom it may concern

November 22, 2023

*Rabobank
Leidseveer 50 3511 SB Utrecht*

Dear Sir or Madam,

I am pleased to write this letter of recommendation for Mr. Phi Tiet whom I met in September 2022 at Rabobank. He joined our team as a software engineer to help us carry out a major overhaul of a legacy software, namely a replacement of a gigantic monolith by a state-of-the-art microservices oriented system. Phi and I worked closely together for well over a year.

Over the course of his employment at Rabobank, I've had the opportunity of reviewing his work, pair programming with him and engaging in various discussions about overcoming the challenges we were faced with. Based on our collaboration, I can confidently say that Phi is equipped with qualities that, without a doubt, have propelled him in the direction of becoming a high-class software engineer. I've seen him grow, and I've been impressed by the speed he learns new things. He's a critical thinker and possesses an intensely inquisitive mind, which keeps him growing professionally.

His contribution to the team, his curiosity to understand the current solutions and provide better ones were unmatched. Phi started quickly reviewing my work and immediately provided valuable feedback that helped us produce high quality code. I remember once he pointed out to me a piece of code I had written and said "*You say this is a better solution, but I don't understand why. Can you please explain it to me?*". In the process of explaining we both figured out that that wasn't the best solution, and we investigated the issue further. His quest for a better understanding eventually led to a much better solution and a great lesson for both of us. This is just one of the many instances when he showed his humbleness and his great mind of thinking outside the box.

Apart from working together we have spent quite some time in social settings where we discussed various topics; we particularly enjoyed discussions about science. Whether having a random discussion or working together, I've always enjoyed spending time with Phi. His wit and sense of humor make him a great companion at work and outside work. He happily accepted my challenge to do a 40 km walk in the middle of the night for the sake of refugees that was organized in Amersfoort.

In addition to his impressive professional qualities, Phi possesses high social skills and is a great team player who's always willing to help others.

If his performance at Rabobank is any indication of how he'd perform elsewhere then I'm very confident that he'll raise the excellence bars wherever he goes.

Please do not hesitate to contact me if you need more information or would like to discuss any of his achievements. You can reach me at armend.hoxha@rabobank.nl or on the phone +31615945381.

Sincerely,
Armend Hoxha
Senior Software Engineer at Rabobank

A handwritten signature in black ink, appearing to read 'Armend Hoxha', with a stylized underline.