



October 2023

To whom it may concern,

Over the year and a half that I managed Seth, he never showed up late. Our standup time was at 9:30 am, and he would often be there waiting before the clock hit the half-hour. On the rare occasion that something would come up, he would communicate well in advance - making sure that everyone on the team was informed about what he would be working on that day.

This speaks to his character as both a teammate and a coworker. Seth did not treat his work at Maet with a clock-in, clock-out mentality. He cared about what he was building. He cared about the people on the team. He cared about the vision. And at a startup, this character was essential as a foundational part of the team.

As someone who has self-taught most of his technical skills, Seth is used to working hard and seeks out feedback. It is his natural inclination. He approaches each and every day with a growth mindset, figuring out how he can positively contribute to the team and improve his own skills in the process. On every pull request that he submitted, Seth would ask me to provide feedback on his coding practices, to gain feedback on whether he was building a solution in the most efficient or modular way.

When we had computer science interns join our team, Seth made sure to pay his knowledge forward. For many, it may have been frustrating to have their workflow interrupted by slack messages and questions. But Seth has enjoyed being a tutor before, and he happily provided insight and direction to these interns for their own personal growth. He did this while in constant communication with me, saying that his development "output" would be lower with this tutoring - and asking if this was a tradeoff that I was ok with making for the time being (I was).

Overall, it has been a pleasure working with Seth over the past year, as his character and work ethic make him an excellent teammate.

Sincerely,

Kekoa Wong

Co-Founder @ Maet

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