

July 11, 2018

To Whom It May Concern:

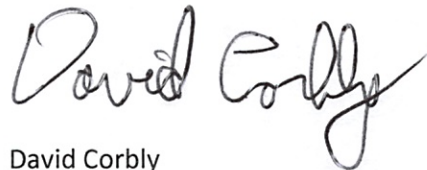
Please accept this letter of recommendation for Tao Zhao, whom I formerly supervised as a Repository Developer at the University of Oklahoma Libraries from May 30, 2014 through March 20, 2017, when he was assigned to a new team due to an internal reorganization that merged developers into one unit.

Tao is one of the most pleasant, intelligent and hard-working employees I have supervised in my decades of management roles. He is highly skilled, attentive to instructions, provides good feedback, is focused, and eager to complete assignments to the highest quality possible given workload and time constraints.

As a Repository Developer, Tao successfully implemented many very specialized and complex software and data migration projects. He carried projects through from initial conceptual discussions and prototypes to final product for our open source Java-based / Amazon Web Services Linux-hosted platforms, using various commercial development and versioning systems and working in an agile team environment. He has a wide and deep base of technical skills and is constantly learning new techniques and technologies to develop secure, responsive web-based applications using the most appropriate languages, databases and middleware.

I am pleased to have had the honor of having been his supervisor, and now his colleague, and highly commend him to you. Should he accept a position with your company, it would be a great loss to the University of Oklahoma but an incredible hire for you. Please feel free to contact me if there are more specific questions you would like me to answer.

Respectfully,



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