



Sandia National Laboratories

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Lorraine S. Baca, Manager
Mission Systems Architecture & Integration 5566
Sandia National Laboratories
PO Box 5800, MS 0974
Albuquerque, NM 87185-0974

Dear Ms. Baca:

I met Alejandro in January, 2015 when he came to Sandia for an on-site interview for an internship position under my technical supervision. He started as an intern in February and his performance has been a confirmation of the good qualities we saw in him during the interview process: Alejandro is a smart, resourceful and hard- working engineer who enjoys teamwork and quickly develops excellent relationships with peers and superiors alike.

During his time at Sandia, I have given Alejandro several projects. The first one was to write Python code that performed data mining from online sources to create a data set representative of power plants in one of the U.S. deregulated energy markets. Even though it was not Alejandro's background, he immediately took the initiative to start learning more about power systems to gain a better understanding of the task and be able to generate the best code possible. He was then asked to create code that replicated a methodology for calculating power system reserves based on statistical analysis of wind generation data. He read the technical report, did a great job understanding the methodology employed, asking the right questions about input data and details that were left off the report, and writing the program. More recently, we have taken advantage of his information technology (IT) knowledge by having him play an important role in development of the CONET (Control Optimization of Networked Energy Technologies) Laboratory. He has led the charge by reaching out to the different Sandia groups that have assets to which we want to connect our lab, navigating the different network restrictions at Sandia, and finding a way to make those connections possible. Alejandro excelled at all tasks that we have thrown his way; he has also asked for clarification when needed and has created excellent personal relationships within our group.

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I would describe Alejandro as an excellent programmer with excellent knowledge of IT networks and services and a desire for learning new things. Alejandro is able to understand new technical concepts quickly, and is able to question information presented to him related to those concepts. His work is efficient and he has a strong work ethic.

Alejandro's main strengths are that he is technically sound, performs work efficiently, does not shy away from technical challenges, and is eager to learn. The only weakness that I can point to is that sometimes he wants to have a full understanding about the domain field for a programming assignment where the full picture is not given, but he refocuses quickly after a quick conversation.

I recommend Alejandro for the position you described in your email. I believe he will thrive in a large team environment, and will quickly become familiar with the engineering processes necessary to perform his task to the best of his ability.

My overall assessment of Alejandro is that he is an extremely competent software engineer with a desire to grow professionally, with excellent interpersonal skills, who is a very productive team member, and who has the potential to quickly develop to take on leadership roles.

Please let me know if you need any additional information about Alejandro. I would be more than happy to discuss this letter or anything else about Alejandro in person, or by email or phone.

Best regards,

A handwritten signature in black ink, appearing to read 'Cesar A. Silva-Monroy'.

Cesar A. Silva-Monroy
Senior Member of Technical Staff