

**Xuecheng(Michael) Yin**

Tech Lead

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**To Whom It May Concern,**

I am writing to highly recommend **Andres Villarreal**, who worked under my supervision at **T. Rowe Price** for approximately one and a half years. During that time, Andres consistently demonstrated exceptional technical ability, a strong work ethic, and impressive growth potential as a software engineer.

As the technical lead of the team Andres was part of, I had the opportunity to closely observe his performance and professional development. From the beginning, Andres stood out as someone who approached every task with focus, curiosity, and initiative. He consistently delivered his tickets on time and with high quality, showing strong ownership over his work. Andres not only completed his assignments efficiently but also took the time to ensure his code was clean, maintainable, and aligned with best practices.

One of Andres's greatest strengths is his **ability to quickly grasp complex business requirements** and translate them into effective technical solutions. His communication skills are excellent—he collaborates smoothly with both technical and non-technical stakeholders, asking the right questions to clarify intent and align on outcomes. This has made him a particularly reliable team member in cross-functional settings.

What has impressed me most, however, is Andres's **problem-solving ability and creativity**. Despite being a junior engineer at the time, he frequently proposed elegant and well-structured solutions that demonstrated a deep understanding of both the technical stack and the business context. His capacity to think critically and independently often exceeded expectations for his level of experience.

In short, Andres is a **motivated, intelligent, and dependable** engineer with a bright future ahead of him. I am confident that he will continue to grow rapidly and make meaningful contributions wherever he goes. Any team would be fortunate to have him.

Please feel free to contact me if you would like any further details regarding Andres's performance or character.

Sincerely,

**Xuecheng(Michael) Yin**

Tech Lead, Global Marketing, Digital, and IID

T. Rowe Price