



151 Charles St, West, Suite 100
Kitchener, ON, Canada, N2G 1H6
November 23, 2015

To Whom It May Concern:

It is with great pleasure that I write this reference letter for Anuj Opal. In the short time that we have worked together, Anuj has demonstrated exceptional programming ability and strong motivation at learning anything and everything about his craft. Anuj has quickly become a core member of the team with impactful contributions, which will sorely be missed as he heads to university.

Our company, Encircle, is a small startup focused on technological innovation in the insurance industry and strongly entrenched in the University of Waterloo startup ecosystem. Showcasing his motivation, Anuj worked through the university channels looking for a startup to volunteer at of his own volition. In exchange for his work, he asked for nothing more than valuable experience working on a large project, with a team, and on a real product; all things which are missing in a traditional academic environment. He quickly got up to speed on our development workflow using git and GitHub, and had real, impactful commits on the project within days of starting.

Given our extremely limited developer bandwidth, we could only offer little oversight and mentorship as Anuj started working on the project. His first task involved extending our Google Maps API integration to properly handle addresses without an associated Street View. Even though his prior exposure to web technologies was limited, Anuj navigated through the task efficiently and independently. However, he was quick to ask for help when needed, with direct well thought out questions, avoiding the decision paralysis trap that many younger developers often fall into. Anuj was also quick to incorporate our suggestions from the code review process, resulting in high code quality of the final product which was quickly integrated into the codebase.

Given his ability to work largely independently, we thought we could best utilize Anuj's abilities with a more exploratory project next. The insurance industry is not exceptionally advanced when it comes to technology, and so we have enormous burden of supporting legacy Internet Explorer versions. We tasked Anuj to find a way to package the website and our Chrome extension inside a browser like shell so we could distribute a full fledged Encircle experience as a desktop binary. He quickly settled on the GitHub Electron project and soon we had a pull request for a working version of the website neatly packaged as a desktop application.

Anuj is an exceptionally talented programmer who demonstrates ability far beyond what his years might suggest. His passion for learning and goal oriented nature will make him a great asset in any faculty, program, or place of employment.

Sincerely,

A handwritten signature in blue ink that appears to read "Ronuk Raval".

Ronuk Raval (Co-founder)

A handwritten signature in blue ink that appears to read "Christophe Biocca".

Christophe Biocca (Co-founder)