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To whom it may concern,

I am pleased to share some of my experiences with Brad Rumack in order to provide some insight into his character and performance. I worked with Brad at Weebly, Inc for 18 months in the capacity of his direct supervisor.

Brad and I interacted daily to drive Weebly's bottom line and establish a unique brand identity among its customer base; in our meetings, monthly 1on1 sessions, and discussions on the floor, I appreciated Brad's willingness to dive into a problem to find a solution, his ethic of hard work, and his high personal standards.

I recall preparing Brad's 2016 annual review and remarking how easy it was to comb through his work and identify instances not only of above-average performance, but also exemplary behavior and good judgement. He stands among his peers as an example of how to behave in the workplace just as clearly as he establishes himself as a top performer. Whereas we worked together on a sales and service team, Brad's technical aptitude helped him first to excel in his role, and secondly served as a boon to his entire team (and me) as he willingly made himself available to us a resource to consult when we found ourselves out of our depth.

Brad's ethic of hard work and his ability to communicate clearly are among his strongest qualities as a member of any team, but most noteworthy are his resilient good attitude and his self-awareness; often I have observed Brad face adversity of many types and seen him put on a smile, plot a course of action, and move forward. He knows himself and can tell when he needs to step back and reassess or simply plod forward. Further, he is capable of putting his thoughts aside and listening fully to constructive criticism and engaging in a productive discussion regarding his own performance - a gift few possess.

Working with Brad was a pleasure, and I would certainly take the opportunity to be on a team with him again. Please do not hesitate to contact me if I can be of assistance.

Kind regards,

Kacey Cribari