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To whom it may concern,

I am writing to recommend Qiangpan Chen. Qiangpan worked with me at Uppercut Games as Lead Designer, and reported to me in my position as Design Director.

Qiangpan started with us in January 2023, and immediately took the reins on managing the design team, as well as corralling our design documents and introducing new processes for our as-yet unannounced project. Qiangpan's impact on organising design efforts were enormous and immediate, and he rapidly became a lynchpin in the design team.

Qiangpan is a model member of the team. He is an excellent communicator; encouraging and enthusiastic. He understands the creative process and how best to help team members contribute to it, as well as the importance of delivering work to schedule.

I am truly sorry to see Qiangpan leave our team and would gladly work with him again. Should you have any further questions about him, feel free to reach me at 0468 956 100

Thank you,

Ed Orman

Founder & Director

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