**what was your professional affiliation with the candidate?**

I served as Phanesh's technical supervisor or reporting manager.

**In what capacity the applicant employing by your business?**

Phanesh is one of the data analysts within my team.

**Time:**

OCT 2018 to NOV 2021

**What duties and responsibilities does/did the applicant have?**

**Please describe the primary job performed by the candidate.**

Phanesh primary responsibility is to write SQL scripts to clean and analyze data, as well as to build reports such as patient, medication, and user access reports. He also works on statistical analysis and integrating data from the cloud into databases or warehouses by writing Python scripts or using PySpark to automate the ETL process. Furthermore, he is responsible for creating dashboards using Power BI to present data clearly and concisely to project managers, solution designers, or clients.

**What is the applicant's reason for leaving?**

He left the organization to pursue his masters in the united states.

**How would you describe the applicant's overall work performance?**

Phanesh's performance has been outstanding, and he played a key role within the team.

**What would you say are the applicant's strengths?**

Phanesh's strength lies in his ability to grasp things quickly, analytical skills, and command of SQL.

**What would you say are the applicant's development areas (eg. weaknesses)? Or areas that**

**need(ed)**

**improvement?**

As his supervisor, one area of improvement for him was that he was a little hesitant when addressing very large groups of people. However, I was pleased to see that he overcame this and contributed to great discussions.

**Have you had any concerns with their performance? If yes, please explain when these issues were identified?**

**When were they discussed with the individual?**

**What work are they doing to improve and what progress has been made?**

I never had any concerns with his performance.

**What unique skills did the individual bring to your**

**organization?**

What makes Phanesh unique is that he loves taking ownership, accepting new challenges, and solving them.

**Can you comment on the applicant's: reliability, punctuality, attendance, and professionalism?**

Phanesh is very professional and punctual. He can work on multiple projects simultaneously within tight deadlines and maintain productivity.

**Considering the position for which the candidate is being considered for; please comment to their skills or attributes.**

Phanesh has excellent data management and analysis skills, capable of handling multi-terabyte datasets and complex data structures. Additionally, he has a strong command of data manipulation and big data processing frameworks.

**Would you re-employ the applicant?**

**Why/why not?**

I would reemploy the applicant as he was one of the high-performing members of the team and demonstrated strong teamwork skills.

**Do you have any final comments?**

I am delighted to recommend Phanesh for any challenging data role.