

Here are reviews from Stephen Jehner, Senior Software Engineer at Nuvative, with contact at [Stephenjehner@nuvative.com](mailto:Stephenjehner@nuvative.com).

Scores are given on a scale of 1 (lowest) to 5 (highest).

<b>Professionalism</b> Integrity/Ethics  Is fair, straightforward and honest Cooperates and is responsive to requests and is accountable for actions Maintains confidentiality Supports diversity and creates an inclusive environment of mutual respect and support Raises questions or concerns regarding ethical and/or policy violations to supervisor as appropriate	
Score	5
Description	Distinguished: Always exceeds expectations
Written Response	^
No integrity concerns. Ty takes his responsibilities seriously.	

<b>Professionalism</b> The interest and enthusiasm employee shows to job and company; Employee's sustained efforts to achieve company and department objectives; Employee's respect for confidences; Employee's ability to adapt to changing conditions effectively and professionally.	
Score	4
Description	Frequently exceeds expectations
Written Response	^
Stephen: Ty consistently has a positive demeanor and remains approachable to his team, creating an uplifting atmosphere for those around him. His eagerness to tackle assigned tasks is highly appreciated and demonstrates a strong work ethic. Additionally, his dedication to achieving the company's goals is evident by the way he goes above and beyond to proactively locate issues within our codebase. His positive attitude combined with an ambition to contribute meaningfully to our department make him a valued member of our team.	

<b>Quality of Work</b> Demonstrates high quality of work in general; ensures thoroughness, accuracy and completeness of work.	
Score	4
Description	Frequently exceeds expectations
<div>Written Response<span>^</span></div> <div><p>Stephen: On the front-end cards Ty has received, he has had high quality deliverables. Despite his short time with our organization, he has contributed to reducing quite a number of front-end issues with our existing code. Ty seems to be driven to ensure his code is tested and works as expected by both manual testing as well as working well with QA to test changes.</p><p>Austin: Ty is very diligent not only while designing his deliverables but also during the testing process. This has not only lead to the work that he submits being bug free and generally high quality, but he has also conformed to our design patterns and expectations very well.</p></div>	

<b>Time Management</b> Demonstrates effective time management and assures all assigned tasks are completed efficiently.	
Score	4
Description	Frequently exceeds expectations
<div>Written Response<span>^</span></div> <div><p>Stephen: Ty is very efficient when working on front-end cards. He completes tasks quickly and efficiently, while also producing high quality deliverables.</p><p>Austin: Ty is a high achieving performer. It didn't take him much longer than a month before I was consistently looking for more work for Ty because he had completed all of his work in half of the time that I expected. His time management skills are very strong and something that will serve him very well in his software development career.</p></div>	

<b>Teamwork</b> Demonstrates resourcefulness, versatility and teamwork qualities necessary to conceptualize and carry out additional duties.	
Score	4
Description	Frequently exceeds expectations
Written Response ^	
Stephen: Ty displays a strong eagerness to understand our business and its processes, reflecting a strong dedication to his role. Excelling at working independently, he demonstrates the ability to complete assigned tasks without constant supervision. Ty's willingness to ask questions when uncertainties arise showcases his commitment to accuracy and continuous improvement.	
Austin: Ty can often be seen carrying a notepad with him anywhere he goes, even out to lunch sometimes, because he is an avid and efficient note taker. He takes the initiative to understand as much as he can about a task prior to working it and addresses any questions he may have as early into the process as possible.	

<b>Time Management</b> Adheres to the set organizational schedule and displays commitment to delivering the assigned work on time and at expected levels of quality/output.	
Score	4
Description	Frequently exceeds expectations
Written Response ^	
Ty works very hard at completing his assigned work and has an impressive work output. He seems to have a strong grasp of React best practices and does not hesitate to ask questions when he does not understand the assigned task.	

**Sharon Huang**

2424N Brandon St. Wichita, KS USA 67226

Sharonlp41@gmail.com

**March 14, 2023**

To Whom it May Concern,

I am Sharon, the founder of the First Love Music Ministry. I am writing this letter to recommend Mr. Ha to work with you in the future.

As a full-stack developer, Mr. Ha empowered our Ministry with his professional skills and innovative mindset, he is reliable and responsible for every detail in the front and back in handling works regarding servers, databases, and system engineering, etc., he is fantastic and so good at multi-tasks. He created the best system for our teammates in different countries to upload their projects and manage over 500 song projects, thousands of testimonies, and broadcast & interview videos in a fashionable and user-friendly interface.

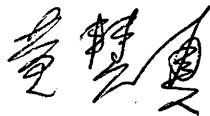
His performance at work was really impressive and self-motivation. He works diligently with clear goals. We appreciate that he is good at providing the best solution for our needs with careful consideration. It's precious to work with someone innovative, and professional but same time very humble. He is willing to do his best and try new solutions to make for our ideal success. He is a dedicated worker. He was the best co-worker for the year 2023. I would like to recommend him to work and develop in your company.

I can assure you that, he would be a great option for helping your company for future growth and success. If you want to gather more details about him, you can contact me through my number, 316-821-7127.

Thank you.

Sincerely,

Sharon Huang



Founder of First Love Music Ministry

To Whom IT May Concern,

Ty worked for me at Koch Ag & Energy Solutions and has consistently shown exceptional skills and dedication in solution design. Ty displays promise and skill in the field of development, with an ability to swiftly identify issues and apply himself to finding solutions.

Ty thrives in environments that require creative problem-solving. His approach to challenges reflects a combination of enthusiasm and diligence. Ty excels when given the freedom to explore solutions beyond strict requirements, allowing his innovative thinking to flourish.

A notable quality of Ty's is his commitment to delivering high-quality work. His passion for improving processes using scripting skills is evident in the meticulousness he applies to tasks. Ty consistently seeks opportunities to enhance efficiency, always willing to invest the effort needed to achieve excellence.

Moreover, Ty performs exceptionally well when given the autonomy to work independently. He naturally gravitates towards more efficient approaches and excels when allowed the space to execute solutions freely.

In summary, I recommend Ty for roles that require creative and dedicated problem solvers. His passion, skills, and eagerness to drive impactful improvements are assets that can undoubtedly contribute to any team or project.

Angela Walling  
Mobile Capabilities Manager  
Koch Ag & Energy Solutions, LLC  
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682-261-4022

Alex Heisler  
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aheisler@wti.edu

September 20, 2022

To Whom it May Concern,

I'm writing to recommend Tai Ha as a potential candidate to your company. I've had the opportunity to teach Tai for the past year at WTI, and have been consistently impressed with his determination, knowledge, and ability to get things done.

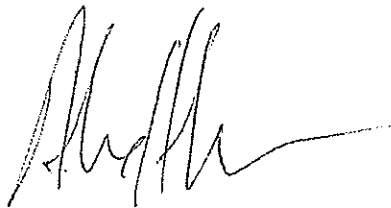
Most recently, Tai has advanced to that of a student ambassador. We select our brightest and most impressive students to become ambassadors through WTI. He has gone above and beyond to assist his other students in their studies and excels in each subject that is taught here.

I believe that Tai would be an excellent addition to your company. I've been consistently impressed with his professionalism and attention to detail. In our program, we strive to produce the best possible candidates within the electronics industry. Tai has arisen to that challenge and set the bar even higher for future students. He is a dependable individual that would make a great addition to your staff.

I strongly recommend Tai for a position at your company.

Please feel free to contact me at 316-943-2241

Sincerely,

A handwritten signature in black ink, appearing to read 'Alex Heisler', with a long horizontal flourish extending to the right.

Alex Heisler

Electronics Instructor, WTI



**HARPER TRUCKS, INC.**

Corporate Headquarters  
P.O. Box 12330  
Wichita, Kansas 67277-2330

09/19/22

To Whom It May Concern

I am a {Robotic Engineer and Supervisor}, in {Harper Trucks, Inc.}. I have been working with {Tai Ha Tran} since {2020}, It is my pleasure to recommend him for the position of {Electronic Engineer} in your company.

{Tai Ha Tran} and I have a very good relationship here at our organization. I have come to know him as an invaluable asset to our company, and it would be any team's honour to get to work with him. He is kind, organized, reliable, confident and punctual. He has all the qualities an organization looks for in a good employee.

His skill set and expertise in the {electronic Engineer} is a boon for the entire company. He is a true team player. He has always managed to take the entire team forward with an infectious position attitude. Very few people have the energy to make peers passionate about their job. It will be very hard for us to let him go. It is an unfortunate personal circumstance because of which he has to leave us.

{Tai Ha Tran}'s knowledge and experience will be beneficial to your company without doubt. If you want to know anything else about him, you can contact me on {316-469-8023} or email me at [{Hnguyen@harpertrucks.com}](mailto:Hnguyen@harpertrucks.com).

Sincerely,

Hai H. Nguyen

To Whom it may concern,

I am writing on behalf of Ty Ha; I knew Ty during his senior year while he attended Campus High School. My interactions with Ty included being his Calculus teacher where I found him to be a rare student who loves pursuing knowledge and creating new things. As his teacher I've seen his growth and relentless pursuit of knowledge specifically in the area of Mathematics.

Ty has shown me many strengths throughout these couple of years. The top three strengths I've noticed in him are: intelligence, curiosity and passion. First, Ty is incredibly intelligent. I have seen this in my classroom through his high scores on exams but also in the way that he can grasp a concept when it is first presented to him. He is able to apply his knowledge in various ways even without specific examples. He also often comes up with alternate ways to solve a math problem, sometimes in a way that I've never thought about before.

Curiosity is another strength that Ty possesses. Very few students that I've had in the past want to know why math properties work the way that they do. However, Ty asks those questions because he needs to know why, and wants to know so that he can build his understanding. His knowledge is powerfully important to him because he wants to be able to create on his own. This helps him add to his passions and become driven to succeed.

Furthermore, his passion drives him to not do things halfway. He always gives his full effort. His passionate personality also makes him goal-oriented when it comes to the things that are important to him. Anything that he works on or creates has been given much attention to detail since he puts his whole heart into his work.

In closing, I strongly recommend Ty Ha. He would maintain high levels of achievement and passion in whatever task he is given, and then go beyond your expectations. Please contact me if you have further questions.

Sincerely,

Estelle Wichert  
Campus High School  
[ewichert@usd261.com](mailto:ewichert@usd261.com)  
Phone: (620) 899-0295