

Dear Hiring Manager,

My name is Ron Helms. I am on the development team at GreenGeeks, LLC. I serve in a partial development lead capacity as well as engineering most of our code. I am also looped into our Support operations and see all sides of our company.

I started with GreenGeeks in 2012 as a Level 1 Support agent and slowly worked my way into development over the past nine years. I've worked with PHP as my main language since 2010. I also have experience in other areas as it relates to desktop application and game development, such as C++, C#, .NET Core, Java, as well as extensive command line experience.

I was initially exposed to Igor through my work as Support Lead. I was responsible for his initial training in support, where he eventually switched over to night shift, led by my colleague Will Corbett. I moved into development Q2 2019, and we made the decision to grow the team more in Q4 2019. After brief reach-outs to our team, Igor quickly became the #1 inside candidate for our next development position.

Igor demonstrated extreme attention to detail from day one. I was responsible for training about ten agents during my Support Lead role and now three agents in development, and to this day Igor's training was by far the smoothest. He went straight to business and he fit in with our team very naturally. My experience with him in Support reinforced our decision to bring him into development.

While Igor was not completely familiar with PHP, he demonstrated the capability typically required to pick up and thoroughly learn a new language in a limited amount of time. I personally made the decision to not only take a chance with onboarding someone new into development during an extremely busy period, but also to teach him the initial ropes of PHP at the same time. It was daunting to consider at the time with my own workload, but through Igor's commitment to the role and his long term extreme attention to detail, we made it happen, and we made it happen very fast.

Igor quickly progressed through PHP to the point we were comfortable bringing him into our internal projects. Not only did he have to learn initial PHP, but he also had to learn an entirely custom MVC framework on top. We progressed very fast and I to date have still never received the same question twice. Everything I was able to show him stuck well, and he is at the point now where he is influencing improvements in my own code style, all while following industry best practices and coding standards for PHP.

Today, Igor is able to progress on our internal code as fast or even faster than myself. Due to workload we at times have very ambiguous tasks, but because of his well versed background on our support team and knowledge of our company as a whole, even the ambiguous tasks are completed exactly as we would expect them. He is so well versed with our code base now, I was finally able to take a much needed vacation, as I was no longer the only go-to guy for

implementing code start to finish. Saying Igor has been critical to our success is an understatement. Not only has he fully picked up our code flow, but this has also helped destress myself, reducing my own workload and providing me the ability to be more thorough in my own day to day tasks.

I firmly believe Igor can handle anything thrown at him. He is an asset to our team. I've worked with many types of people over the years with varying levels of motivation. I personally consider it a privilege to work alongside someone who takes their role so seriously. It has also been an incredibly fun experience to spitball various ideas with someone who can then turn around and actually execute that vision.

I am fully confident Igor would be a great fit for your team. Not only will he be able to execute tasks with precision, but he will also have the insight required to help your team grow to the next level. Passing on the chance to work with him would be an incredibly huge mistake.

Please don't hesitate to reach out if you have any questions. A typed letter only goes so far these days. I'm more than happy to jump on a phone call to talk more about why you shouldn't pass on the opportunity to bring Igor into your team.

You can reach me at the information below. Shoot me an email if you would like to set up a call as I am not always at my desk.

Sincerely,

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