

March 30, 2020

To whom this may concern,

When I was working for VMware, Jason came in with little guidance and corporate America experience. He had the average qualities of coming from a 1.5 generation Asian-American family, always respecting elders and doing what was asked. Quiet at first, Jason and I worked together in finding his interest: setting goals, understanding the goals, and interacting with managers and peers. After 60 days, he executed on all tasks and accomplished many things: exploring various career opportunities at VMware and honing his hard skills and soft skills in the corporate workforce. Jason experienced not only setting the process but exceeding expectations and communication along the journey as well.

Other managers and peers have commented on his development which is a major growth for an Asian-American with strong Confucius influence. I believe that through the 15+ informational interviews he staged with corporate leads in business, engineering, and computer science and skills he has developed through exercises, he will be effectively prepared for the next chapter of his life. In addition, I helped him understand and complete a Product Portfolio Matrix, an Excel spreadsheet that lists all of my company's products: what they were, who the competitors are, and each of their various use cases/unique functions in the software market. This task helped Jason understand a broad sense of project goals and demonstrate the ability to deliver quality work while offering attention-to-detail. In my 10+ years of career experience, I have mentored many undergraduate and MBA students and personally believe that Jason's maturity has grown immensely.

He has learned to listen, ask questions, and accept highly constructive feedback, which is very mature of his age. Please contact me if there are questions about his qualifications as he comes highly recommended by me without reservation.

Sincerely,

John Oh, Sr. Product Line Marketing Manager for Horizon in VMware's End User Computing (EUC) Group  
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