

Austin, Texas, United States, September 22th, 2023

PROFESSIONAL REFERENCE LETTER

To Whom It May Concern,

I am Din Mohammed. I graduated from Texas A&M University and began my career as a Software Engineer at Fleet Bank, where I developed technical and leadership skills early on. Over the years, I advanced to leadership positions at renowned companies, including FM Global and Pearson North America, where I led initiatives as a Senior Automation Engineer and Automation Lead. In recent years, I shifted my career towards managing software engineering teams at companies like Warner Bros. Entertainment and Mozido. As a Software Development Manager at General Motors, I played a pivotal role in creating the company's first online portal for direct vehicle sales to customers. Currently, as a Software Engineering Manager at The Home Depot, I continue to lead high-performance teams in strategic initiatives. With Scrum Alliance certifications as a Scrum Master and Product Owner, I maintain a commitment to excellence and innovation in the technology industry.

I had the pleasure of meeting Johnathan Moroni Sales do Vale Santiago, the professional for whom I am writing this letter of reference, in the year 2021 when he joined our Ad Placement team at The Home Depot, being affiliated with Grid Dynamics, an engineering and IT consulting company. Despite being remotely based in Iowa while I was in Austin, our partnership and seamless communication were established from the outset. Johnathan stood out exceptionally, demonstrating proficiency in the initiatives he led and contributing to excellence in the presentation of sponsored digital banners on our website.

Indeed, Johnathan's commitment extended beyond the mere expansion of his technical skills, venturing into uncharted domains such as frontend development with React—a testament to his relentless pursuit of growth and learning. This initiative not only met his personal goals but also served as a catalyst, inspiring other team members to broaden their horizons and aspire to become full-stack developers, marking a significant shift in our team's dynamics and capabilities.

Furthermore, Johnathan played a central role—collaborating with other talented team members—in the meticulous transition from a legacy API to a more modern and streamlined framework. One highlight of this transition was the implementation of Behavior-Driven Development (BDD) as a validation strategy for each functionality, thus ensuring parity and

security during the migration process. Under my leadership, this strategy instilled a sense of peace and confidence in the direction we were heading, setting a new standard of excellence and collaboration within the team.

During his time with us, Johnathan was a collaborative presence in various critical situations, working closely with the operations team to monitor the health of our systems. He demonstrated his ability not only to identify issues through meticulous analysis of dashboards and logs but also to suggest effective solutions.

An example of this was during a significant production system crisis that occurred outside of business hours. On this occasion, he not only took the initiative to propose an effective strategy to mitigate the immediate problem, thereby preventing further losses and team stress, but also fostered productive discussions involving the entire team, navigating through this challenging situation with skill and grace. This proactive and collaborative approach was a constant throughout his time with us, showcasing effective leadership and the ability to perform well under pressure, always with a clear view of the big picture and potential solutions.

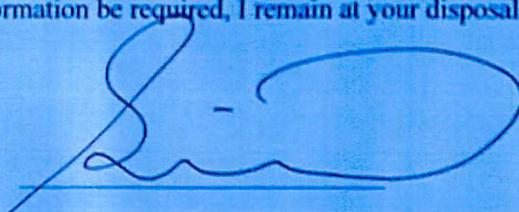
Another situation that clearly illustrates his professional quality occurred when he took the initiative to implement a Redis caching layer, which boosted the API's efficiency by 50% and reduced latency from 150ms to 30ms. Not only did he present advanced technical solutions, but he also conveyed them in a manner comprehensible to the entire team, thereby facilitating implementation. Furthermore, his integration of an internal API that tracked products recently viewed by users significantly increased user engagement. It is worth noting, therefore, that his advanced software development knowledge greatly contributed to the efficiency and optimization of our internal processes, enabling an overall enhancement of the company.

We consider ourselves fortunate to have had Johnathan as a member of our team, and we are confident that his contributions will continue to have a positive and lasting impact on the industry as a whole.

Therefore, I wholeheartedly recommend his work, with the utmost confidence that Johnathan Moroni Sales do Vale Santiago will excel wherever he goes.

Should any further information be required, I remain at your disposal.

Sincerely,



Din Mohammed
Software Engineering Manager
The Home Depot

