

# KEYRUS

Keyrus USA  
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New York, NY 10018

July 22<sup>nd</sup>, 2019

To Whom It May Concern,

This letter is in reference to the candidacy of Junghye Kim. After receiving overwhelmingly positive feedback from the Keyrus USA team throughout our interview process, we had extended Ms. Kim an offer to join our team as a Data Technology Analyst in September of 2019. Due to unfortunate circumstances beyond her or Keyrus' control, we sadly must rescind our offer.

Junghye had undergone a series of both technical and behavioral interviews including:

1. First Round Screen
2. Qlik Sense Technical Assessment (2 Days)
3. SQL Assessment (1 Hour)
4. Project Manager Interview
5. Final Team Interview with 4 team members

Junghye's internship experience with Glossier gave her a lot of transferrable experience that made her a great data analyst. The Keyrus team was not only impressed by her strong technical skills, but she was also extremely articulate and was easily able to communicate technical projects to non-technical people in a manner that was easy to follow and understand. She is a demonstrated self-starter having learned SQL and Looker on her own and can easily pick up new technologies having done well on her Qlik Sense assessment without any prior experience.

We are disappointed that Junghye will be unable to join our Keyrus team in September. However, I sincerely believe that she will be a valuable asset for any team that she joins and I highly recommend her candidacy at your company.

Please feel free to reach out should you have any additional questions regarding Junghye.

Best,



Scott Hanrahan  
VP of Growth