

September 14, 2023

To Whom It May Concern:

Michael is more than just an AI programmer. When Michael was hired, he jumped right in and required little to no training. He's reliable, a dedicated workhorse, and ties his own success to the future of the company. He turned out to be a game changer for us at PYMNTS. He doesn't shy away from large tasks but goes after them. And because of Michael, he was able to overcome some business hurdles, significantly improve efficiency, and implemented cutting edge technology.

Immediately when Michael was hired, he came up with solutions to help our site SEO. He implemented a custom site cache to speed up our page load times from 7 seconds to under half a second. He migrated servers to a more affordable service allowing PYMNTS to increase storage and speed. He optimized code libraries and made other changes to ensure an excellent web vitals score was had. His work within the first few months reduced costs so much that it covered his own yearly salary.

While pair programming, I saw that his code was well thought out, organized and clean. No more code "spaghetti" as we like to say. He understands logic, and can code what could be a complex task in a way that is clean, simple and reusable.

No "ask" was too big, he always had a solution. He accomplished algorithmic projects such as building surveys with a scoring page. Larger tasks such as migrating us from GA Universal to GA4. He identified and solved a major issue with our analytics where not all visits to the site were being accounted for, resulting in a significant increase in traffic that we were then able to report on.

Michael, like no other developer that I've worked with, stays up to date on cutting edge technology. He's constantly learning. He worked with our data team to turn unorganized data in excel documents into a format that could be used for data visualization on our website.

He developed a custom AI tool which we use to increase the speed at which ready-to-publish articles are produced. Within a few days, he also used AI to build 1500 contributor pages which are automatically updated and contain the contributor's name, title, picture, bio and the articles to which they contributed.

While Michael respected his marching orders, it doesn't define who he is. Many of the problems he solved and many of the projects that he developed were his own idea. Michael is an absolute programming unicorn. He's more knowledgeable and dedicated to his craft than anyone I have ever met, and I have been doing this for a very long time. Coding is his passion, and he's a dedicated team player. He was an absolute pleasure to work with, and he will be an invaluable asset to whoever is lucky enough to work with him.

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