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To whom it may concern:

My name is Erini Heer, I am the Business Analytics Senior Manager at Ergeon. I am pleased to provide this letter of recommendation on behalf of Milan Panic.

Milan worked at Ergeon for 3 years, he started in our Estimations Team and in March of 2022 transitioned to our Data Analytics Team.

Some of his responsibilities included:

- The addition of new metrics to our main metric view:
  - Query creation
  - Pull Request from creation to merging
  - Update JSON
  - QA Metric Dashboard
- Owner of our Construction Team Dashboard
  - Set up and maintenance of all underlining queries - this was uniquely challenging because it required connections from external tools (i.e. JIRA)
  - Create visualizations and dashboards for the teams to use to monitor and analyze their work
  - Attend weekly meetings to help the team develop any additional data analysis or provide input/guidance based on internal system knowledge
  - Collaborate closely with Product Team as they were implementing process changes to make sure the data was accurate and reflective of results.

Milan is one of the kindest people I have met. Extremely compassionate and always thinking positively even in difficult situations. He is always trying to learn more and grow and shares his knowledge with other people on the team. He is very self-motivated and would work extra on the weekends without me/others ever asking it of him. I have really enjoyed my time working with him and am truly saddened to part ways.

Please feel free to contact me if you have any other questions, my email is [erini@ergeon.com](mailto:erini@ergeon.com).

Best,  
Erini Heer

Oct 16th 2023

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