



10th November 2021

To Whom It May Concern

As the director and owner of Hapori o te Ao, it has been a pleasure to work with Nick Stebbings as a short term contractor with our company. I have worked alongside Nick for over 100 hours in the past month, and he is a valuable worker with a solid and diverse skillset. He is very cooperative, easy to collaborate with, and responds well to feedback. While working for me, Nick was responsible for many gardening tasks as well as developing a new website for the business that is easy to navigate, aesthetically attractive, practical and professional.

Nick Stebbings has already proven himself to have an extraordinary work-ethic. He is eager to learn, passionate, articulate, well informed and enthusiastic--often sharing his knowledge with those he works alongside. While Nick worked for our company, I enjoyed spending time with him as we worked, talking about relevant issues and the ways things can be improved. He is easy to get along with and communicates well in person, on the phone and in writing. Nick is an intelligent and accomplished young person who is inspired to learn and grow skills that will benefit New Zealand at many levels. He has dedicated countless hours of his free time to learning coding and programming skills, as well as developing his own initiatives such as a coffee cart business and contributing to collaborative projects such as building open source software. He is a hard worker who gets the job done whether working independently or in a team and does not require constant supervision or micro-management. He doesn't procrastinate or complain, and is generally enjoyable to be around. Nick is also reliable, punctual, honest, enthusiastic to learn, completes assigned tasks and tidies up after himself on the job.

I highly recommend Nick as an employee with a good work ethic, strong interpersonal skills and ability to work independently and collaboratively. I believe Nick can make a valuable contribution as an employee anywhere in New Zealand, and his good character serves as a role model to those he works alongside. If you have further enquiries or specific questions, please do not hesitate to contact me by email or telephone.

Sincere Regards,

A handwritten signature in black ink, consisting of stylized, overlapping letters that appear to read 'SLB'.

Sophia Leon de la Barra
Director and Owner
Hapori o te Ao Ltd.
Ōamaru, New Zealand

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