**Nikhil Singhal** (He/Him)

Chief Technology Officer | Head Of Product | Vice President Engineering @ Private Equity Backed ...

# Recommendations

**Paolo Ponzano** 🔗 · 1st

Tech Lead / Architect

October 15, 2023, Paolo reported directly to Nikhil

I had the pleasure of working with Nikhil here at TheTourGuy when he arrived with a bunch of all-new people to review the IT management and he bring immediately an inspiring way of working.

From the first day we met and we started working together I've understood that he was an unconventional leader: the way he presented the questions, his hunger for knowledge and understanding of the processes, workflows and his desire to improve those even if he has just arrived denoted a way of working that I was not used to, and it was admirable.

I could spend hours talking about the technical skills and competence that Nikhil has, which vary from infrastructure to Database, passing on the high-performance message bus, but I want to linger on his humanity and how he considers the people of the team as people before colleagues. He always took care of the working welfare, that everyone was involved in the discussion, and that no one felt excluded.

He is an extraordinary planner, we have been able to track down all the requirements we have been in the backlog and not already with an estimation date in a short time and we have been able to perform tasks that have been here for years.

Working with Nikhil is a source of continuous inspiration, I've learned a lot from him, and I'm trying to apply his way of working in my daily roadmap. For sure anyone who will have the fortune to hire Nikhil will benefit from his wisdom, his competence, and his lovely way of proposing himself.

It has been an honor and pleasure Nik to talk, laugh, and share our knowledge on different topics with you, from the working one to the most personal.

**Margherita Scaglione** 🔗 · 1st

Senior Product Development Manager @The Tour Guy | ex Expedia

October 11, 2023, Margherita worked with Nikhil but on different teams

I had the pleasure of working with Nikhil at The Tour Guy. Nikhil is an exceptionally curious and pragmatic leader who consistently delivered

outstanding results. His ability to lead a team while maintaining a keen focus on innovative and practical solutions is commendable.
Nikhil's dedication to driving our product development efforts forward was evident in his strong work ethics.
I highly recommend Nikhil for any leadership role where curiosity, pragmatism, and a talent for managing teams are essential and I'm looking forward to working together again in the future.

### Simone Demuro · 1st
Senior .Net Full Stack Web Developer - Remote
October 11, 2023, Simone reported directly to Nikhil

In my tenure working alongside Nikhil in his role as CTO, he immediately distinguished himself as an inspiring leader with an innate ability to effortlessly energize and motivate his team. His combination of technical excellence, courage, and vision allows him to achieve business milestones by charting a clear path. Through our close collaboration, I've noticed that his professional persona is a true reflection of his authentic self in every aspect of his life.

### Todd Kueny Jr · 1st
Experienced CTO @ PatientWing | Clinical Trials Platform
October 10, 2023, Todd reported directly to Nikhil

Nikhil is one of the most dedicated professionals I have worked for. His management style was effective at creating an inviting culture for productivity, and helped us in tackling a litany of projects & challenges in the time that we worked together. I hope our paths cross again in the future, and I look forward to working with him again.

### Lily Berman Lopez in · 1st
Director of Marketing @ The Tour Guy | eCommerce Marketing
October 9, 2023, Lily worked with Nikhil on the same team

I had the distinct pleasure of working alongside Nikhil while at The Tour Guy, where he excelled in his role as CTO. Collaborating closely with him from the marketing department, I witnessed firsthand his exemplary leadership and innovation. Nikhil helmed a team that executed a myriad of impactful projects, both on our website and offsite, driving significant value for the company. His blend of technical acumen and collaborative spirit made him invaluable to our operations and projects. I wholeheartedly recommend Nikhil for any role or endeavor he chooses to pursue in the future, confident that he'll bring the same passion and expertise he showcased at The Tour Guy.

### Alissa Strong, M.Ed. · 1st
Building healthy and empowered teams
May 3, 2022, Alissa worked with Nikhil on the same team

I worked with Nikhil during a hiring process and in an administrative capacity. He was always available and approachable to help solve a problem. Although his schedule and role were demanding, he thoughtfully chose how to prioritize in ways that moved the team and our company forward, while making each team member feel supported. One memory that stands out is how he took extra time to train me and let me shadow his hiring process for my own knowledge building.

Nikhil brings so many talents to a team. He provides structure where necessary and encourages his team to have ownership. Nikhil's honest, straightforward (and fun) communication style helped us plan for potential product challenges and align our company goals. He was a pivotal leader and part of our team!

### Eric Mowery · 1st
QA and Release Engineer at Imperative
April 5, 2022, Eric reported directly to Nikhil

Nikhil came on board at Imperative at a key moment. His arrival moved the company from constant iterating and dangerous distraction to having us implement processes and procedures that moved us ahead solidly in our next steps in the growth of the product.

Beginning with the guidance that had us achieve the focus and drive to implement stability of the platform, making needed performance and stress improvements, and then onward to guiding us all to focus on prioritization and good decision making of all stake holders.

His implementation of processes across the company, not just engineering, enabled us to expand and grow well beyond where we would be today without his shepherding these last two years. I shudder to think where we would be had he not come here when he did. We would not be in the current stage of success we are in without his efforts and he will be missed!

### Emily Griffin · 1st
Chief of Staff • Experience Designer • Culture Catalyst • DJ GriffinGrrl
April 4, 2022, Emily worked with Nikhil on the same team

Nikhil brought a tremendous amount of clarity and energy to the Imperative team. I had the honor of onboarding him as VP of Product. He swiftly built trust with everyone on the team, from our executive leadership to engineers. Seeing the improvements to the Imperative experience since Nikhil joined is undeniable. He helped transform it into a world-class experience that fulfills on their mission to unlock fulfillment at scale. Thank you for your passion and dedication Nikhil!

### Krzysztof Gawryś · 1st
Senior Scala/Big Data developer
March 7, 2022, Krzysztof reported directly to Nikhil

I was working in Imperative when Nikhil joined us as a new CTO. I was astonished by the fast pace he introduced himself into the company. He was able to not only quickly understand and grasp over the product but to also build great relations with the software developer team in no time. He listened to every team member, understood what has to be done and soon after produced a road map for the product. Apart from top-shelf technical and management skills he also proved to be a warm, understanding leader. I have to also mention his high motivation and dedication - to meet with our team that was in totally different zone than his, Nikhil conducted meetings on 6 AM his time or even earlier. Summing up, I highly recommend Nikhil as a great professional and I hope maybe some day our paths will cross again.

**Laurel Geddes** · 1st
Versatile and proven design leader & creative strategist

Nikhil is a strong, collaborative leader that boasts deep technical expertise and vision. He communicates expectations clearly and sets realistic timelines that are based on a deep understanding and appreciation for the effort required for implementation.

Nikhil has a delightful sense of humor and easy-going presence that sets everyone at ease. The culture he fosters is one of trust, transparency, and mutual respect.

As a manager, Nikhil brought out the best in me by trusting my expertise, empowering me with the freedom to control my workflow, and offering advice and support when needed. He was also a fantastic mentor; I learned a great deal about management and leadership from working with him. He genuinely cares for his people and advocates for them. I would welcome the opportunity to work with him again.

**Connor Peavey** · 1st
Senior Software Engineer at Imperative
March 5, 2022, Nikhil was senior to Connor but didn't manage Connor directly

I worked beneath Nikhil for nearly a year and half. In that time I had the pleasure of interacting with him every morning, and experiencing his impact throughout the day. Not only did he direct multiple engineering teams, but interfaced with clients, and helped dictate the product roadmap. Nikhil helped Imperative grow out the in house engineering team, establishing a culture of respect, humor, and drive. He championed a set of guidelines that enabled our product to become more stable and full fledged; which will have an effect long after his tenure here. His effectiveness and sense of ownership set the bar for the rest of the team, and I have no doubts that he will do the same in any setting he finds himself in. While I will miss working with Nikhil, I am so fortunate that our paths have crossed, and hope they may do so again one day.

### Jacek Głodek · 1st
Managing Partner @ Iterators

March 4, 2022, Jacek reported directly to Nikhil

Nikhil is a great manager and an outstanding mentor. Over two years of our collaboration at Imperative, he brought great sense of clarity, structure and direction for the whole product development team. He is innovative, organized as well as helpful and is always open to ideas and suggestions. A wonderful person to have around!

### Jason Miller in · 1st
Connecting People With Purpose

I've worked with a lot of different decision makers and Nikhil is on the short list of those that I enjoy working with the most. He takes such a thoughtful approach to situations and really seeks out why things are the way they are in an effort to help try and create a successful outcome all while being mindful of the parameters that are in place. He's approachable, collaborative and a very driven leader.

### Aaron Hurst · 1st
LinkedIn Top Voice, CEO, Bestselling Author, & Social Entrepreneur: Founder Taproot Foundation, Purpose Economy, Imperative & Shared Purpose

Nikhil joined Imperative early in the development of the peer coaching platform and managed the maturation of the platform from a proof of concept to being enterprise ready and scalable with over 20 customers, from Microsoft to Hasbro, and thousands of users. He built our first engineering team and built personal and meaningful relationships with all of them. Nikhil's superpower at Imperative was in his partnership with sales where he built trust and was always quick to jump on any customer need. He was key to growth of our accounts.

### Hyewon Abe · 1st
Product at Imperative | Creating Space for Meaningful Connection

As CTO, Nikhil consistently brought forward a perfect combination of vision and pragmatism to his tech strategy. He led optimistically, but with a clear understanding of current limitations and how/where we needed to expand our thinking. As a result of his clarity and direction, it was easy to execute subsequent decisions accordingly.

As a manager and leader, Nikhil had such a unique ability to befriend his team, while giving us enough challenges to push ourselves out of comfort zones and experience growth where it was needed the most. I have nothing but the highest praise, respect, and immense gratitude for the opportunity to have had Nikhil as my manager.

### Emma Powers · 1st
Director of Marketing at Imperative

Nikhil is one of humble geniuses. I've loved every second of working with him and truly hope to work with him again in the future. He's the most empathetic and thoughtful tech leader I've ever had the pleasure of working with. He asks great questions, offers support without hesitation and his passion and excitement is contagious!

### Rowan Case · 1st
Seasoned Customer Success Manager and Emerging UX Writer and Content Designer | Salesforce, Hubspot, JIRA, Confluence, Sprout Social, Figma, Slack | Out In Tech Leadership: Moderator, #customer-success

Nikhil and I worked together at Imperative while he was CTO, and I got to see the grace and equity with which he leads a team. He takes real time and effort to make sure the folks working on his product team have the support they need to do work they enjoy that also benefits the organization, and to prioritize business critical work ahead of nice-to-haves. His wit and wisdom brought an incredible warmth to our team and company culture, and his commitment to transparency made everyone feel as if they could be themselves: honest, vulnerable when necessary, and supported no matter what. It's cliche to say that someone at work "treats you like family," but I honestly feel like Nikhil was everyone's cool uncle. He legitimately cared if you were having a good time, if you were producing good work, if you were tackling complex challenges, and if you were feeling burnt out, he wanted to help solve the problem and get you back to feeling good. He saw leadership in me when I didn't see it in myself, and he was always, always kind. We'll be singing his praises – and maintaining the culture he helped us build – for a long time to come. You definitely want to work with Nikhil.

### Brad Clifford · 1st
Senior Software Engineering Manager at Expedia Group
March 7, 2020, Brad reported directly to Nikhil

Nikhil was an amazing director who took on a lot at Expedia. Unfortunately, our Senior Director left shortly after Nikhil joined and he ended up taking on a lot more than the role for which he was hired. Nikhil made this change feel seamless as he took ownership of the many different responsibilities that were handed to him. All the while, he empowered his teams to grow and take on greater challenges and he played an instrumental role in protecting the development teams from the non-technical challenges posed by our business teams. Nikhil really embodied servant leadership by putting his coworkers and employees first and enabling them to succeed. I look forward to the day our career paths intersect once more as he was an inspiring leader that I would enjoy working with again.

**Sree Talluri** in · 1st

Head of Product Engineering @ Zoro US | Product and Platform Engineering

March 2, 2020, Sree worked with Nikhil on the same team

Nikhil and I were peers in the Connectivity organization until Q1 2019 for a year or so. Although we had very limited interactions with each other, the few discussions I was involved in, showed Nikhil's passion for people-centric leadership. In my interactions with Nikhil, he is extremely candid in his feedback or recommendations. I could tell that he has the best intentions to support our shared goals, if not, he does have valid reasons for why something is not feasible and challenged me on the assumptions I may have made to provide a recommendation. Nikhil, I wish you the best in your future endeavors! Let's keep in touch!

**Angela Bultemeier** · 1st

Senior Director, Chief of Staff at Expedia Group

March 2, 2020, Angela worked with Nikhil on the same team

Nikhil and I worked together on the Lodging team within Expedia Group. Nikhil is thoughtful and curious, often asking challenging question to help us all be better leaders and deliver better solutions. Nikhil has a strong technical understanding and is dedicated to helping his teams succeed.

**Rasesh Desai** · 1st

Senior Software Design Engineer at Expedia, Inc.

March 2, 2020, Rasesh worked with Nikhil on the same team

I had an opportunity to work with Nikhil at Expedia. Nikhil is a good leader and a humble human being. He is very well versed from business and technical standpoint. On multiple occasions during presentations I received some excellent questions and feedback from him which shows his involvement, experience, technical expertise and drive to take product and people to the next level.

**Andrew Verprauskus** · 1st

Vice President, Technology, Marketplace Architecture

February 28, 2020, Andrew was senior to Nikhil but didn't manage Nikhil directly

Nikhil joined a team needing leadership and quickly stabilized it. He cares about the team, encouraging them to perform by leading with delegation, transparency and consistently challenged them towards simpler design by asking specific questions. His teams appreciated his focus on delivery over status meetings and finding the right projects for his strong performers (and the rest of the team) to work on that would challenge them. Not surprisingly, his teams really liked working with him.

Many technical leaders focus just on the technology and their people. Nikhil had a particular interest in Expedia's products, often useful bugs, questions

and useful suggestions to company dogfood aliases.

With his combination of drive for simplicity, interest in the product and people-focused leadership, I'd be happy to work with Nikhil again.

**John James** · 1st
Vice President of Technology at Expedia Group
February 27, 2020, John managed Nikhil directly

Nikhil lead Expedia Groups API Connectivity teams, providing integrated lodging solutions to large hotel chains, channel managers and bedbanks. A humble leader, Nikhil had the greatest respect of his teams and those working with him. Combine this with his technical ability and business acumen, he was a leader I could trust to get the job done right. I would definitely work with Nikhil again if the opportunity arises.

**Trey Gorman** · 1st
Director, Software Development Engineering at Expedia Group
February 26, 2020, Trey reported directly to Nikhil

Nikhil works tirelessly and selflessly as a leader to support, develop, encourage, and challenge his teams. He is committed to lean/agile processes, a posture of servant-leadership and collaboration, good humor, honesty and transparency, and excellence in technical system design, delivery, and operation.

**Madison Holdaas** · 1st
Senior Program Manager at Microsoft
August 17, 2018, Madison reported directly to Nikhil

Nikhil was a great director on my project team. While he excelled at his job, one of the biggest highlights about Nikhil is his ability to mentor and coach those of us who were newer to industry and just starting our careers. Whether a developer or in a more business-facing role, Nikhil spent one on one time giving advice and listening to our concerns. Nikhil made me feel supported but also heard and I received invaluable advice from him that I will take with me for life. Nikhil also went out of his way to coordinate an agile SCRUM training for our team members. Nikhil helped transition our team from waterfall to agile in a month. Nikhil has a breadth of knowledge to share whether personally or in the cloud/technological place and I am grateful for all that he has taught me. Thanks Nikhil :)

**Jessica Pitasky** · 1st
Graduate Student in Clinical Mental Health Counseling
July 9, 2018, Jessica reported directly to Nikhil

I had the pleasure of working with Nikhil at Hitachi Consulting. He joined our project when our team was experiencing significant change and immediately added value as an adviser to our clients, leadership and internal

team. Nikhil is an excellent leader and mentor, and he is dedicated to the development of his team.

### Nilesh Hirapra · 1st
Principal Software Architect at Concentrix Catalyst
July 6, 2018, Nilesh reported directly to Nikhil

I had a pleasure to work closely with Nikhil for more than four years. Nikhil is a great mentor and coach. He was my manager for two major projects I worked on.

The first project, when he joined there was a lack of leadership in account who can work closely with the customer to understand their need and build a relationship. Nikhil stepped up very quickly, established long lasting relationship & built a trust by delivering values and managed onshore as well as offshore teams as project manager.

The second project, he took over as a director to fill the gap caused by leadership changes & transition in the team. He successfully built relationship & trust with the customer and internal team. He established scrum-agile processes in the team and motivated team to learn, adapt and execute.

Nikhil is always approachable and is always ready to help and provide guidance. He shares constructive feedback and motives team to learn and grow. He has been a source of motivation and inspiration to everyone he interacted with.

He is a very strong technical delivery leader with knowledge on various technologies and cloud platforms. Take any technical topic and he will have his idea to share on the topic. He is equally strong on project management, change management, engineering best practices and agile-scrum methodologies.

Nikhil is one of the good leaders I have worked with and he will remain a role model for me.

### Catie Judd in · 1st
Strategic Business Alliances and Ecosystems Leader
July 6, 2018, Catie worked with Nikhil but on different teams

I had the pleasure of teaming with Nikhil on several strategic accounts. Already established as a valued delivery services leader with strong technical knowledge, I was more impressed by Nikhil's ability to instantly connect with clients. Nikhil welcomes any challenge and is driven to make a positive impact. Nikhil is an asset to any organization.

### Rahul Dake · 1st
Deloitte Consulting LLP
July 6, 2018, Rahul reported directly to Nikhil

I had the opportunity to work with Nikhil at the Hitachi Consulting Corp. in Seattle. Nikhil is a dynamic leader who is very approachable and invests time into his team to coach and guide the team through strategic decisions as well as everyday tasks. His ability to navigate the team through change management is commendable. His in-depth knowledge on Agile methodology was very useful for the transition from the traditional model to the Agile model. Nikhil engages his audiences pretty well and connects with them to communicate the message. I appreciate the time I spent with you on the engagement and wish you good luck on your future endeavors.

### Tiffany Chao · 1st
Do you have a fun idea, particularly for a good cause? Let's grab tea!
July 4, 2018, Nikhil was senior to Tiffany but didn't manage Tiffany directly

Nikhil was brought onto my team as an Agile Scrum expert and a senior director in a time of turbulence. His direct communication and problem-solving styles were critical in setting the tone with clients as well as internally, in order to clear a path forward in chaotic times. Nikhil is very approachable and provides coaching in many different aspects that benefit the project and individual team members regardless of role, yet without attempts to micro-manage or intervene without necessary context. Nikhil is a great leader to have on any team and a mentor to anyone.

### Manav Kumar Darjee · 1st
BA/SDET at Hitachi Vantara (CSE, PRINCE2, CSM)
July 4, 2018, Manav Kumar reported directly to Nikhil

Nikhil is an inspiring and motivating leader. He has immense knowledge in agile methodologies and cloud technologies. I learnt a lot from his deep expertise on project and people management. As my project manager and career advisor, Nikhil gave me positive and constructive feedback on improving my execution and delegation skills. I am a big fan of his sense of humor as well. It was great working with him and I would always want to collaborate again.

### Matt Bolte · 1st
Stripe - Global Payments Performance
July 4, 2018, Matt reported directly to Nikhil

It was great to work for Nikhil at Hitachi Consulting, where his leadership style was honest, direct, and fast paced. Nikhil fought for our team and ensured that we would have the best chance at success, using his skills to negotiate with our client and planning ahead accurately. I enjoy Nikhil's humor, mentorship, and ability to get me whatever I needed (software, training etc.) to get the job done, and look forward to a chance to work with him again.

### Kiersten George [in] · 1st

Business Intelligence & Analytics Manager at Amazon Web Services (AWS)

July 3, 2018, Nikhil was senior to Kiersten but didn't manage Kiersten directly

Working with Nikhil was a great experience! He is a fantastic resource on agile methodologies and great coach for our engineering team. Nikhil has a unique blend of technical background combined with process and people management skills. He was the leader in navigating a very contentious, large team, transition from waterfall to agile. During the transition, he balanced team member concerns and client goals very neatly. Nikhil was responsible for coaching the team members in agile, and implementing process improvements that made the VSO tools work for the team. He also managed key client relationships.

In addition, Nikhil is a joy to work with. He is always smiling and encouraging people to laugh. I would happily work with him again.

### Marissa Schmidt · 1st

Senior Strategy Consultant at Concentrix Catalyst

July 3, 2018, Marissa reported directly to Nikhil

Nikhil took over my team as a director at a turbulent time- transitioning leadership, re-orgs, and shifting organizational focuses. He successfully partnered with internal and external parties to build a robust plan of action for moving the project and platform forward, including a large shift from waterfall releases to agile.

Nikhil championed agile with our team and spent a great deal of time teaching the how and the why (something that's often missed).

Nikhil is the kind of guy you want to be your director, he is an advocate for his team and does what's necessary to make sure the team and the individual succeeds.

### Harikishore Rimmalapudi · 1st

Sr Technical Program Manager at Microsoft

July 3, 2018, Harikishore reported directly to Nikhil

It was great experience working with Nikhil on Microsoft .NET platform and custom development projects at Hitachi Consulting. He is also known as Agile Scrum guru. He played key roles on various projects and led the projects very efficiently. He has great experience in both Software development processes and Technical skills. He has done many knowledge sharing sessions and conducted training's to share and train various skills to colleagues and teammates. His can do attitude is the key to note. He is always ready to step in and help solve any problem. He always comes up with quick and easy solutions even for the complex problems. With his technical understanding and deep knowledge of engineering practices, he's

able to easily work and manage clients and stakeholders, and was able to get more business to the company. He has great marketing skills. I will be very happy to work with him again.

**Sachin Gupta** · 1st
Senior Software Engineer @ Microsoft | Microsoft Power Platform
July 3, 2018, Sachin reported directly to Nikhil

I met Nikhil first time in 2015 when he was looking a candidate for potential opportunity in his project. I was very impressed with his technical and interpersonal skills. I was honored to work under him and very pleased that he has strong technical knowledge, positive attitude and ability to solve problems.
Nikhil's attitude is an asset to his management skills. He builds people up, deals with difficult situations with incredible posture, and focuses on the positives. He knows the fundamentals of maintaining a professional and effective relationship with his employees, colleagues and managers. Nikhil always looks for the bright side and knows to evaluate his position in difficult circumstances. He creates a positive and inclusive work environment. I remember when I was struggling for complex architectural design then Nikhil came up and helped me with most optimal design approaches. It was a pleasure working with Nikhil and a great learning experience!

**Soung Yi** · 1st
Global Programs Lead at SoftwareOne
June 29, 2018, Soung worked with Nikhil but on different teams

I've had the pleasure of working with Nikhil for several years at Hitachi Consulting. Nikhil has always been a highly collaborative and supportive colleague. He was known for his technical expertise and leadership. He will make a great addition to any team or company.

**Ani K. O'Leary, Ph.D.** · 1st
Global Program Management Excellence | Orchestrating Success with Microsoft Alliances | Strategic Delivery & Change Management Leader
June 28, 2018, Ani worked with Nikhil but on different teams

I've worked with Nikhil for several years at Hitachi Consulting. While I was never on a project with him , Nikhil was always a positive energy around the office and passionate about his team members. He was a source of great support for our team of international consultants and I appreciated his leadership.

**Paulo Gomes** in · 1st
Director at PwC
June 26, 2018, Paulo worked with Nikhil but on different teams

Nikhil brings both business and technical acumen. I've enjoyed working with him and look forward to the opportunity to do so in the future. He can

make an immediate impact on a team as an individual and team lead.

### Pramod Shinde · 1st
Software Engineer at Microsoft
June 22, 2018, Pramod reported directly to Nikhil

It was great experience working with Nikhil in DPP project. He is having great communication, management and technical skills. Nikhil was the face of the client and led the project effortlessly. He helped the project to move in Agile process. He has guided us on Agile technology specially his sessions on Agile/Kanban were very useful. He is a good mentor and will always be good asset to any company.

### Tom Jowaiszas · 1st
Retired
June 21, 2018, Tom worked with Nikhil but they were at different companies

I had the pleasure of partnering with Nikhil on several accounts. Nikhil has demonstrated that he has excellent technical skills and does a good job of earning the trust and respect of key client resources, thereby becoming a trusted advisor.

### Mayur Parmar · 1st
Senior Software Engineer at Microsoft
June 20, 2018, Mayur reported directly to Nikhil

I had the pleasure of working with Nikhil for a year on a custom software development project on .Net Platform and later he even was my Career Advisor at Hitachi Consulting. Nikhil through his experience of working with several big organizations has gained a variety of personal and professional skills and I greatly appreciate Nikhil's willingness to share all that expertise with his colleagues and teammates. This shows how good of a team player and leader Nikhil is. He is always ready to step in and help on projects even when he is not directly involved in that project. With his technical understanding and deep knowledge of engineering practices, he is able to work with clients and stakeholders, getting in more business for the company when opportunity presents. He is a real pleasure to work with and I look forward to any opportunity to work with Nikhil again.

### Rahul Singh · 1st
Data Engineer
June 12, 2018, Rahul reported directly to Nikhil

Nikhil has been a great mentor. A person who is always open for new ideas and has a great sense of technology and consulting. His energy is unbeatable when it comes to innovation.
My experience while working with him on the Microsoft OEM project has been awesome. He helped me understand the consulting world in a better way and has always been the support system for the team. He stands out in

the understanding of fundamentals of Agile methodology and was able to impart this to everyone in the team. He has a lot of experience in variety of technologies and his inputs were very valuable for me during my tenure working under him. He has been a role model.

### Amit Puri [in] · 1st
#Transforming the #AI journey via #DataScience #ResponsibleAI #CitizenDevelopment #CloudNative - A technophile by instinct, a #developer by heart, an #architect by profession, and a #mentor by passion.
June 3, 2018, Nikhil was senior to Amit but didn't manage Amit directly

A great mentor/coach, with strong focus on the engineering practices, works with all stakeholders without any barrier, a thought leader in providing guidance on building scalable architectures, eyeing for detail, still strategically thinking on achieving the desired end goals, rather he knows well where the team is heading and what is the most appropriate direction at a given point of time in the best interest of the stakeholders.

I am honoured to endorse him as a lifetime coach with high-energy, extremely determined, technology passion, consistently at the leading edge, still remain grounded in reality.

### Anthony Fernandes · 1st
Senior Consultant at Slalom Consulting
December 23, 2017, Anthony reported directly to Nikhil

It was great working with Nikhil. He is very clear about how to approach the problem and very encouraging of various solutions. Besides being extremely knowledgeable, Nikhil is respectful of others opinions.
On the DPP project that I worked with Nikhil on, he gave me the opportunity and the platform to interact with the client and helped me design the most optimal solution, along with the architect.
Nikhil was also my career adviser. He worked with me to understand my concerns and was always willing to find the best solution.
It was a pleasure working with Nikhil and a great learning experience!

### Kirsten Blair · 1st
Manager, Early Career Experience
August 30, 2017, Nikhil was senior to Kirsten but didn't manage Kirsten directly

Nikhil has a rare combination of high EQ and strong technical expertise. I had the pleasure of working with him for six months on a custom software development project; I was the business analyst/PM and he was the development manager. Nikhil masterfully navigated a complex landscape with many competing priorities, 10+ stakeholders and an offshore development team. His strong technical knowledge, affable nature, political awareness and clear desire to help the client be successful enabled him to

build strong, trusted relationships and deliver results. Nikhil was also instrumental in helping me become comfortable in my most technical role to date. He demonstrated patience and a genuine interest in helping me learn scrum/agile methodology; I greatly appreciate Nikhil's willingness to share his expertise and help me become successful in my role. Nikhil's ability to successfully build and manage teams coupled with his functional expertise make him a strong asset. As a team member or leader, Nikhil earns my recommendation.

### Jerry Young · 1st
Executive Business Consultant, Angel Investor, Coach & Mentor
December 9, 2016, Jerry was Nikhil's client

Nikhil joined NWEA as a consultant to help drive forward our platform strategy. In a short amount of time he gaining understanding of our strengths and weaknesses and helped define a clear strategy going forward. Nikhil is an intelligent individual and able to work with a wide variety of personalities. If would be a pleasure to work with Nikhil again.

### Alexander King · 1st
Senior Software Engineer at Amazon Web Services (AWS)
December 2, 2016, Nikhil was senior to Alexander but didn't manage Alexander directly

Nikhil was my mentor and our team Architect when I joined my first web application development team at Hitachi Consulting. Nikhil has a wealth of knowledge that he has gained from a variety of personal and professional experiences. Nikhil things outside of the box when solving problems and has a realistic understanding of how developers work best. In a management capacity, Nikhil advocates for clean code and understands that building a great code-base takes time and a lot of energy. He was great at asking probing questions and allowing developers to take ownership of their work. Nikhil has much to offer and will be a great asset to a future team, whether it be writing lines of code or designing a fully-fledged, scalable application!

### Fred McDaniel · 1st
SVP, Product, Content, and Services, NWEA, a Division of HMH
November 5, 2016, Fred was senior to Nikhil but didn't manage Nikhil directly

Nikhil was brought as a consultant to help with our platform strategy. His quick command of our technology, clear and strategic thinking, and collaborative style/demeanor allowed him to make immediate and substantive contributions. Nikhil is highly skilled and I would be pleased to work with him in the future.

### Dakota Resnik · 1st
Business Intelligence Analyst at Google

Nikhil was a senior leader on the Microsoft Platform team during my time at Hitachi Consulting. While I did not work under him directly, I was on several projects that leveraged his technical expertise and strategic guidance. Whenever asp.net architectural challenges arose, Nikhil voluntarily stepped up to help the team work through those challenges. What struck me about Nikhil was not just his ability to absorb technical details and provide guidance extremely quickly, but his inclination to step in and help on projects that he was not directly accountable for. This illustrates the type of team player and leader Nikhil is. He always strives to do what is best for the whole organization, which is why I view him as a tremendous role model.

### William Penberthy · 1st

Head of IT at Moonpig | AWS Community Builder | AWS Customer Council | Author | Speaker

October 27, 2016, William reported directly to Nikhil

I worked closely with Nikhil for several years and he always impressed me with his approach to both people and technology. The primary reason for this is that he is always learning. This requires him to be open-minded and collaborative and allows him to continuously evolve his skills and approach. This is obviously important in technology because of its constantly changing nature, but this same approach helps him when interacting with people, whether they are peers, subordinates, clients, or superiors. He pays attention to them as people and understands what they care about. This allows him to build trust and respect and creates a sense of community. Being able to be equally effective as a technologist and a leader is very unusual, and I find it difficult to imagine an environment where he would not be successful.

### Patrick Meehan in · 1st

Graphics & Game Engine Programmer

October 26, 2016, Nikhil was senior to Patrick but didn't manage Patrick directly

Nikhil is an outstanding manager and technical leader. It's rare to find a someone who so expertly combines people skills with technical savvy. Nikhil impressed me on more than one occasion with his insight and ability to get the root of a challenge and lead his team to success. He manages with a deft touch but can go deep on technical issues when the need arises. He helped me with challenges I faced at Groundspeak and I learned a lot from him. He won people over and he won me over. I have a lot of respect for Nikhil and would be happy to work with him again. Nikhil brings value, makes friends, unites people and solves those hard technical problems wherever he goes.

### Michael Moore · 1st

Retired at None

October 24, 2016, Michael managed Nikhil directly

Nikhil was brought in to fill a Senior Technical Product Manager & Architect position opened as a result if an employee resignation. Nik came up to speed quickly and was able to use his expertise to continue to provide the data and drive the discussions to accelerate the important work of our organization. This continued until we were able to backfill the FTE slot. Nik served us extremely well.

### Tom Orth in · 1st
Experienced leader, data architect, and strategist
December 11, 2015, Tom reported directly to Nikhil

Nikhil came to NWEA as a short term interim director of software engineering through a consulting agency. I admit that I was skeptical about the value that a consultant could bring to such a key position in a short period of time, and I was prepared to expect very little. I was very pleasantly surprised by Nikhil. He immediately won me over with a keen intellect, sincere and focused listening, thoughtful advice and observations, and great perspective. He provided a very level headed and balanced, and introspective leadership style to his managers that inspired us to be better.

### Suzette Ramey, PMP · 1st
Sr. Delivery Manager/Sr. Program Manager
March 26, 2014, Suzette worked with Nikhil on the same team

NIkhil is a passionate developer/architect who is always looking for ways to improve a product and the customer experience. He's your go-to person for tackling existing issues and new development alike.

### John D'Costa · 1st
Cloud Infrastructure and Cyber Security Consultant.
February 18, 2014, John worked with Nikhil on the same team

I had the pleasure of working with Nikhil for one year at ATT. It is rare that you come across a very creative, enthusiastic, result driven leader and thoughtful individual. I was impressed with his ability to handle high pressure projects. He proactively came up with many great ideas on how to efficiently do the data migration when we had a major upgrade done on the product we supported at ATT. I wish someday I will get to work with him again. He is truly an asset to any organization.

### David Padgett · 1st
Software Engineer | Architect | Manager | Leader
February 7, 2014, David worked with Nikhil but on different teams

Nikhil is a skilled, well-rounded architect, has a great sense of humor, is a team player, and effectively combines professionalism, pragmatism, determination, respect, and passion regardless of the circumstance.

### Hansel Miranda · 1st

Technical Solutions, Google Cloud Platform
February 5, 2014, Hansel worked with Nikhil but on different teams

I interacted with Nikhil while working on the AT&T Blackflag project at Apigee. He is a pleasure to work with and has deep insight on technical and architectural concepts in the mobile application space and related fields. I look forward to working with him again in the future.

### Ronny Zahavi · 1st

Program Leader | Project Manager | Operations | Information Technology | Digital Transformation | Product Development
February 5, 2014, Ronny worked with Nikhil on the same team

I had opportunity to work with Nikhil in AT&T and I would like to express my appreciation for the excellent support he provided and the great source if information and knowledge.

Throughout the various releases of the project I felt that Nikhil truly acted as a great partner with full cooperation, collaboration and dedication and helped with all challenges in the life cycle of the project. I look forward to the opportunity to work with Nikhil again.

### Kevin Benz · 1st

Highly respected technical leader with a passion for building high-performing teams and delivering on commitments.
February 1, 2014, Kevin was senior to Nikhil but didn't manage Nikhil directly

I had the pleasure to working with Nikhil during an intensive transformative effort. Nikhil's leadership, technical understanding and high-value contributions during a time of change is evidence of his leadership capabilities. All in all, highly recommended.

### Manoj Wartikar · 1st

Principal Architect at Persistent Systems
January 30, 2014, Nikhil was Manoj's client

Nikhil is a detail oriented person and has a great foresight and planning capacity. His hard work and dedication have taken the platform to the current level it is at. Have been a great pleasure to work with him.

### Mark McWiggins · 1st

Contract Programmer for Clear Spring P&C Insurance (via PeopleServe)
January 29, 2014, Mark worked with Nikhil on the same team

Nikhil worked effectively in a very challenging assignment and was always pleasant and helpful in my interactions with him.

### Chris Wisnoski · 1st
Enterprise Architect

January 29, 2014, Chris worked with Nikhil on the same team

It was pleasure working with Nikhil. He has a unique blend of technical skill, architecture skill, and personal soft skills. He is a hardworking, smart individual who learns quickly. He illustrated flexibility and the ability to think "outside the box" at AT&T. I would gladly work with him again in the future.

### Christine Pyne in · 1st
Currently Seeking New Opportunities in Burlington, Vermont area!

March 28, 2013, Christine worked with Nikhil but on different teams

I had the honor of working with Nikhil at GridPoint. He is one of the best directors I have supported as a recruiter in my career. His technical expertise and management style are superb. He is extremely talented and I would highly recommend Nikhil for any senior level positions.

### Brent Edwards · 1st
Staff Software Engineer at Clari

March 14, 2013, Brent reported directly to Nikhil

Nikhil is a superb manager, deeply knowledgeable about both technology and people. Hard-working and thoughtful, Nikhil knew the people who worked under him extremely well. He saw problems before they happened, and solved them before they occurred. I highly recommend him.

### Song Li · 1st
Leadership and tech details

March 5, 2013, Song reported directly to Nikhil

Nikhil is a result-oriented manager, he removed many unnecessary obstacles in the organization to help make the company a more healthy, more efficient place. He focused on empowering individuals to contribute to the common goal of the company.

### Wes Greene · 1st
Team builder | Technology Leader | Perpetual Art Student

March 5, 2013, Wes reported directly to Nikhil

Nikhil and I worked together for about three years at Groundspeak, Inc., and I can say without reservation that he was one of the best managers I've ever had in my thirteen year career. He has amazing mentoring abilities and is constantly striving to inspire those around him (direct reports or not) to take the next step in their journey. He has solid technical knowledge, both broad and deep across many technology stacks and isn't afraid to roll up his sleeves to help when needed. He is also very adept at keeping several projects going simultaneously without letting the details slip through the cracks.

Above all of these things, Nikhil brings a level of class and integrity to an organization that is difficult to articulate, but is felt by those around him. He is not only a great manager, but also a genuinely good human being and would be a tremendous asset to any organization in need of strong technical leadership.

### Emmanuel Arbogast · 1st
Ex VP of Machine Learning
February 15, 2013, Emmanuel managed Nikhil directly

Nikhil joined our group and immediately made a difference. He is a charismatic technical leader that cares about his team and their professional growth.
He is well versed on Agile processes and he set out to help improve our current Agile processes, making subtle but critical changes to improve the level of ownership and engagement on the team.
His design skills are strong and he helped the team through some rearchitecture to improve our scalability.
I would love to work with him again in any technical leadership role.

### Jen Sonstelie Irish in · 1st
COO, Vice President of Marketing
January 4, 2013, Nikhil was senior to Jen but didn't manage Jen directly

Nikhil and I worked together on many projects during our time at Groundspeak. I believe a common issue at tech companies can be a communication divide between marketing and engineering, but I never felt this was an issue with Nikhil running the engineering team. He always made sure he understood my goals for a particular project and communicated them to his team effectively.

Although I did not report to Nikhil, I respected him as a leader. I think a good manager sets goals for his team and then makes sure they have the tools they need to accomplish these goals. This was how Nikhil led the engineering team while at Groundspeak. I hope to have the opportunity to work with Nikhil again.

### Preston Reed in · 1st
Founder @ Footmarks | Driving Innovation
September 6, 2012, Preston managed Nikhil directly

It is a distinct pleasure to recommend to you a top notch developer and manager. In my capacity as CTO responsible for Commercial Application Development at telSPACE, I frequently relied on Nikhil's expertise and communication skills, which were major assets working with the plurality of clients, partners, and suppliers.

Nikhil is an outstanding technologist who continuously exceeded the

expectations set for his position. Nikhil willingly accepted challenging assignments and offered to contribute where ever he could.

**Naren Roy** 🔗 · 1st

Innovative VP, Product & E-Commerce Leader | $0-$3M Growth in 3 Years | Inclusive Leadership | Future of Work Trailblazer | EB-1 Einstein Awardee Empowering Others on their EB1 journey

August 24, 2012, Naren reported directly to Nikhil

There is no words to express how awesome it is to work with Nikhil . He makes sure that he listens to you and gives you the right advice . There have been numerous instances where he has mentored the team to the right solution . He knows how to motivate and get the best out a person . I feel blessed to get a mentor like him in my life. When it comes to being passionate about a project or a group , Nikhil stands as an example . When it comes to being Technical , he is a much awesome developer and an architect at the same time

**Sean Boots** · 1st

Head of Engineering at Geocaching HQ

November 4, 2011, Sean reported directly to Nikhil

Nikhil is a top notch manager, coder and friend. His positive outlook on life and strong work ethic are inspiring and contagious. Under his direction I have learned how to better communicate with my co-workers, how to more efficiently tackle difficult problems, and to effectively manage my time. He is a strong leader who gets things done, but is not overbearing or controlling. He always brings out the best in his team. And he owes me five coffees (inside joke).

**Tom Phillips** · 1st

Head of Marketing at Geocaching HQ

October 28, 2011, Tom worked with Nikhil but on different teams

Nikhil is a very effective leader. He was able to build and outstanding technology team here at Groundspeak pulling together our web based community while launching new extensions into mobile and API to serve a global audience of over 5 million participants around the world. His ability to focus and execute in a wide variety of areas was a critical factor of our success over the last few years.

**Christy Weckner** · 1st

Minecraft Partnerships, Business Development

October 27, 2011, Christy worked with Nikhil but on different teams

Nikhil is a wonderful colleague - hard working, considerate, and he brings an excellent perspective to projects. He is someone I wish I'd met sooner!

**Arne Moen** · 1st

iOS Developer

As a developer, I feel I am the most valuable to my company when I am developing. With Nikhil as my manager, I believe I have been more productive than any other time in my professional career.

Nikhil has made it clear when it is time to work on the goals that are most important for the company. He has also encouraged me to explore ideas that interest me. When I have had ideas that aren't on the schedule but might improve our products, he supports my curiosity, helping me feel more valuable and nurturing innovations. Nikhil has inspired me to be my best, both for myself and for the company.

He has been my advocate to senior management and made me feel comfortable exploring ideas that interest me, recalling the feeling I had when I first decided I wanted to create software.

### Thomas Winston Thorpe, PCM, CDMP, CCFP in · 1st

Digital strategist and digital marketing professional

October 24, 2011, Thomas Winston reported directly to Nikhil

Nikhil is an excellent manager, and, by far, one of the most talented people out there. He has the knowledge to be a great technical manager, but more so, he has a firm understanding of what it takes to manage people. His ability to build teams and shape the vision of those teams is second to none. Nikhil is also an excellent mentor and tutor - he has worked closely with me to help me grow and develop my skills. His desire to help others to learn more and achieve more is not only paramount to him, but welcomed by all those that he has worked with. It was truly a pleasure to work with him at Groundspeak, and I certainly hope that we have an opportunity to work with each other again.

### Jonathan Zbikowski · 1st

Senior Consultant at Spur-Reply

October 19, 2011, Nikhil was senior to Jonathan but didn't manage Jonathan directly

During his time at Groundspeak I have been lucky enough to get to know and directly benefit from Nikhil's leadership. His passion for both building a great team and helping each member maximize their potential as an individual contributor is amazing. He takes great pride in the successes that his team has and works hard to ensure any obstacles they encounter are addressed so they can continue to produce great work. He truly hopes to create teams that are capable as well as empowered to such a degree that they can lead themselves. This gives him the ability to roll up his sleeves and help alongside other developers in trying to deliver the best product possible. His passion for development and insight into the process helped me grow as a developer and team contributor. I was additionally fortunate to have Nikhil's input and advice early in my career to help me become more confident in myself and the work I do. Although I will be sad to lose Nikhil as a co-worker, I know that we will always be colleagues who have

great respect for one another and I look forward to the next time I have the good fortune to work with him again!

**Colin Williams** · 1st
Senior Technical Project Manager
October 18, 2011, Colin reported directly to Nikhil

Nikhil is one of the more talented technology managers I have ever had the pleasure to work with. He understands the technology and more importantly he understands the people. He is able to walk that fine line between management and friendship without neglecting either role. He is a very quick study and can quickly step in to a new project and begin contributing without spending a lot of time asking questions.

**David Patterson** · 1st
Director of Engineering
October 15, 2011, David reported directly to Nikhil

I cannot say enough good things about Nikhil. The leadership and people skills he possesses was paramount in taking our Teams to the next level. His passion for building great products is very evident and extremely contagious. It's that passion, his drive and his extensive experience in the world of software development, at all levels, that brought the best out of everyone and ultimately led to great products and releases for Groundspeak.

Beyond the technical aspects, Nikhil is also an outstanding person. He takes a personal interest in the members of his Teams and truly cares about their successes. He has also been an outstanding career coach for me. I would welcome the opportunity, with great excitement, to work with Nikhil again in the future.

**Raine Lightner** · 1st
Director of Engineering at Imperative
October 14, 2011, Raine reported directly to Nikhil

It is a pleasure working with Nikhil. He has been instrumental in helping me achieve success in many project I have worked on under his direction. I value his experience and leadership and would work with him again if the opportunity presented itself.

**Allison Urban** · 1st
Senior Software Engineer at Netflix
July 24, 2010, Nikhil was senior to Allison but didn't manage Allison directly

Nikhil is an able communicator whose affable nature and genuine interest in the well being and continual development of his team members make him a highly approachable and effective manager. He is highly attuned to both individual and team dynamics, which allows him to provide the appropriate

level of support (e.g., technical council, champion, mentor) and to resolve potential conflicts successfully and efficiently. Nikhil has continually impressed me with his ability to foster a working environment where employees feel free to experiment and develop new solutions and skill sets, all while remaining highly productive. I would happily work with Nikhil again.

### Drew Burlingame [in] · 1st
Architect at Springboard
July 2, 2010, Drew reported directly to Nikhil

Nikhil is the ideal manager. He believes in hiring smart people and letting them make smart decisions. He's willing to step in and get his hands dirty when the team is swamped, and dedicated to helping every member of the team grow from where they are. He was always ready to listen and turned me on to some great resources for improving my skills as a dev and a member of a team.

### Jason Radach [in] · 1st
CEO at VitalSource IT
February 8, 2010, Nikhil was Jason's client

I've worked with Nikhil for several years now and have found him to be prompt, courteous and respectful. His knowledge of web-based systems, and developing high-volume systems with the .NET framework is unmatched. You will not find a software engineering leader more technically savvy than Nikhil!

### Adam Boender · 1st
Chief Product Officer
February 1, 2010, Nikhil was Adam's client

Working with Nikhil is an absolute pleasure. We have not only been able to form a successful business partnership but we have become friends as well. While finding candidates that meet Nikhil's technical expectations is always a challenge, the hiring process is seamless. He is serious about hiring great candidates and articulates his business and technical needs clearly.

### Erskine Fred II, MBA [in] · 1st
Building Relationships, Empowering People, Driving for improvement
December 7, 2008, Erskine worked with Nikhil but on different teams

It has been a pleasure to work with Nikhil. The perfect balance of technical skills and interpersonal skills, he can make a non-technical person feel at ease in conversation. He would be a great member to any team.

### Jonathan Sze · 1st
Resourceful and entrepreneurial technology leader with a proven track record of starting and growing global consulting practices. Highly

collaborative, enabling, and having a high-growth mindset to drive innovation.

Nikhil is one of the best architects I have ever worked with. He posses exceptional technical skills and is absolutely passionate about his work. His commitment to customer excellence is second to none and both myself and the team can always count on Nikhil to deliver, and more importantly deliver with the highest quality, every single time. Everybody enjoys working with Nikhil as well; and Nikhil always puts the team first; is an excellent team leader and provide great mentoring to the rest of the group. Nikhil has an exceptional "can do" attitude and always can find a way to overcome any sort of technical and project challenges. As his manager I highly recommend Nikhil's work, his leadership, professionalism and unparalleled dedication.

### Lyle Bush · 1st
Finding Joy in Pacific Northwest
December 5, 2008, Lyle worked with Nikhil but on different teams

Nikhil is a very knowledgeable and creative thinking technical individual. I was impressed with his persistence and ability to solve complex problems while keeping a business and customer perspective.

### Ram Rajagopalan in · 1st
SaaS Executive
December 4, 2008, Ram was senior to Nikhil but didn't manage Nikhil directly

In working with Nikhil for over a year, I found him to be a very passionate, knowledgable and forward thinking individual. I was impressed by Nikhil's technical capabilities, customer focus and his ability to problem solve . I strongly recoomend Nikhil to any prospective employer.

### Oktay Yildiz · 1st
IT Manager , Software Development , Sound Transit IT , Experienced IT leader
December 3, 2008, Oktay worked with Nikhil on the same team

Nikhil is a great developer whi can write good C# code with shipping quality and he also has good mgmt skills for project delivery. I stringly suggest his work.

### Miguel Angel Moreno · 1st
Software Engineer
December 1, 2008, Miguel Angel worked with Nikhil but on different teams

Nikhil is a very knowledgeable individual, easy to talk to and willing to share that knowledge without reservations. A solid and loyal team player. I would love to be part of Nikhil's team anytime and sincerely recommend him.

### Shreekant Mandke · 1st

Builder | Lifetime Learner | Angel Investor | Business Evaluator | Growth Multiplier | Mentor

November 26, 2008, Shreekant worked with Nikhil but on different teams

Nikhil is a great architect and has a great grasp of software technology. He has a unique ability to bring technology and people together to deliver great solutions.

### Wayne Gilson · 1st

Sales Engineering Leader

November 17, 2008, Wayne worked with Nikhil on the same team

Nikhil is one heck of an Architect. Nikhil has a combination of being extremely technical, yet possesses the unique ability to communicate at all levels. Just a very class act and would immediately benefit any organization.

### Malia Sleight · 1st

Professional Services Manager

November 12, 2008, Malia worked with Nikhil on the same team

I've worked with Nikhil on several projects and am greatly impressed with his knowledge, professionalism, great team attitude and constant desire to learn. He always takes initiative to help team mates and customers alike, and is able to explain what he's thinking in clear terms. I've asked Nikhil to jump into a call at the last minute and he quickly adapts to the situation and is able to provide helpful information for everyone involved. Nikhil is also a great problem solver, thinking creatively and researching new techniques to produce quality solutions that not only satisfy a specific customer request, but can later be sold to multiple customers. I very much enjoy working with Nikhil and consider him a great asset to our team.

### Jan Bishop · 1st

Experienced Software Services Professional

November 12, 2008, Jan worked with Nikhil on the same team

It has been a real pleasure to collaborate with Nikhil on SDLC projects at Captaris. He's an astute, thoughtful technologist, who never loses sight of the customer's underlying business needs during architecture. Nikhil leverages exceptional technical depth and practicality to design solutions that are spot-on. A strong collaborator, his expertise, perspective and wry sense of humor are great team complements, and invaluable to the PM. I heartily recommend Nikhil, and welcome the next project opportunity to work together.

### Isaac Naveh-Benjamin · 1st

Front-End Engineer | Ex-Meta | Ex-Microsoft

November 9, 2008, Isaac reported directly to Nikhil

Nikhil came to our team, and within three weeks he had an excellent grasp of all the particulars of our org--vision, product, customers, and codebase. I've never seen anyone ramp up so quickly before! He is a strong developer, technically sharp and always current on industry trends. He also excels as a manager, and knows how to motivate others, to push for clarification of requirements, and to get things done.

### Elena Murasan, M.Eng. , M. Sc., PMP, CISM · 1st
Cybersecurity Program Manager at Cenovus Energy
November 6, 2008, Elena worked with Nikhil but on different teams

As a Project Manager I had the great opportunity to work with Nikhil on few projects and I was very impressed with his strong technical knowledge, his positive and can-do attitude. Nikhil is a great team player, an extraordinary technical resource, that will go an extra mile to achieve customer satisfaction and to deliver functional and top notch solutions. If I had the opportunity to work again with Nikhil I would definitely do it.

### Brian Langbecker · 1st
Solutions Architect at Honeycomb.io
November 6, 2008, Nikhil was senior to Brian but didn't manage Brian directly

Nikhil is an exceptionally gifted engineer and manager. While always focusing on the best of what can be done he understands the realities of what needs to be done and how to get it done, often under very tight time constraints. He is frequently asked to do what others cannot or will not do. His results always exceed what goals have been set.

He always keeps his technical skills up to date. Frequently, he is much faster at completing tasks than most others in his peer group. We found him always eager to help and share his knowledge with less senior folks. He is a strong advocate for other team members. Captaris/OpenText product teams sought him out to evaluate and advise them on new products.

He was frequently assigned to work with difficult external and internal customers and always delivered better than expected results.

I would consider him a great addition to any time and hope to work with again.

### Maya Voskoboynikov · 1st
Product and Engineering leader - Series A and B - software ecosystems in D2C health and fitness. exWW | exMeetup | exMSFT | 2 acquisitions
March 11, 2008, Maya worked with Nikhil on the same team

I thoroughly enjoyed working with Nikhil and would jump at the chance to work with him again. Aside from being a talented developer, he's a pleasure

to work with - he's sharp, creative, easy going and flexible, and always stays focused on building the best product possible.

### Brendan Prouty in · 1st
Principal Hardware & Software Sourcer - Recruiting Strategist @ Apple
February 11, 2008, Brendan was Nikhil's client

Nikhil is a rare combination of technical and soft skills, as he is able to bridge the gap between technical and non-technical people. He is a top tier talent in his field, and has been a valuable asset to every organization he's been a part of. I recommend Nikhil on both a personal and professional level, and look forward to working with him for many years to come.

### Rob Dolin in · 1st
Product Manager | Technical Program Manager | Engineer | Teacher | Customer Advocate | Community Organizer
January 11, 2008, Rob worked with Nikhil on the same team

Nikhil is one of the most passionate, dedicated developers I have worked with at Microsoft. He figured-out how to integrate MSN Spaces with MSN Search and was the go-to guy whenever there was a hard challenge for the team like RSS, People Search, Blog search, and building a "home" page system that supported the needs of an ever-expanding list of markets. Nikhil constantly went the extra mile to deliver great features for our customers.

### Christopher Tombow · 1st
Site Support & Technology Manager
January 4, 2008, Nikhil was Christopher's client

Nikhil was great to work with and always took the time to understand my position. He never complained and was always willing to find a viable work around. He seems very competent in his position and a friendly guy to work with. I wish him all the best and many future successes.

### Ramin Pourali · 1st
Associate Director of Informatics for Systems Engineering (Epidemiology Research and Information Center)
January 3, 2008, Ramin worked with Nikhil on the same team

Nikhil is an outstanding Engineer both as a leader and as an individual contributer. I have worked with Nikhil and have learned many valuable concepts from him. Nikhil has my highest level of recommendation for his work ethics as well as interpersonal skills.
Thanks,
-R. Pourali

### Jeremy Sands · 1st
CEO at telSPACE
October 25, 2007, Jeremy worked with Nikhil on the same team

It was a pleasure working with Nikhil. We will miss and wish him the best in his next adventure.

### Shahram Pourali in · 1st
Innovative Software Quality Assurance Engineer | ISTQB Certified | Automation Expert | Cybersecurity Engineer | Unleashing Excellence in Breaking and Building Digital Fortresses.
October 25, 2007, Shahram worked with Nikhil but on different teams

Nikhil is one of the best developers with whom I have ever worked. His excellent style in software design and foreseeing different scenarios has made it much easier for QA to test his codes. He has been always ready (and often volunteered) to help other engineers in different groups solving their problems and never hesitated to go extra miles to do so. Working with him was a great experience.
Highly recommended!

### Gary Chekan · 1st
Finance Manager
October 24, 2007, Gary worked with Nikhil but on different teams

I can't recommend Nikhil enough as a Developer. His ability to relate the business requirements to the development work, being able to run with even lightly defined requirements, makes things so much easier for us on the operations/financial side.

Nikhil was a true pleasure to work with both professionally and personally.

### Kati Cole · 1st
Sales & Marketing Director
October 24, 2007, Kati worked with Nikhil but on different teams

Nikhil is an absolute pleasure to work with. The scope of our work together included direct collaboration plus frequent interaction with vendors and clients. Nikhil always displayed the utmost professionalism while delivering excellent service and assistance. His development skills are superb, and he possesses well developed communications skills that enable him to communicate effectively with not only other developers, but also non-development individuals - a quality not always found in exceptional developers. Nikhil is quick to learn new information and can teach to non-technical people just as easily. I would welcome more opportunities to work with Nikhil at any time and hope to do so in the future.

### George Chung · 1st

Partner at Triple Vee LLC

October 23, 2007, George worked with Nikhil on the same team

Nikhil is a super star. He has a rare combination of programming skills, high IQ, and business sense. He will be a tremendous asset to any development or technical team. I look forward to working with him again.

### Timothy Greenwood · 1st

Retired

October 23, 2007, Timothy managed Nikhil directly

Nikil was an accomplished engineer with a good understanding of internationalization.

### Pankaj Dhingra · 1st

Chief Technology Officer at Lighthouse

October 23, 2007, Pankaj was senior to Nikhil but didn't manage Nikhil directly

Nikhil was one of the top engineers on the Telspace team.During the one year, I was very impressed not only by Nikhil's leadership skill, but also his deep knowledge of .Net Framework and http security architecture. He was one of rare people who could talk about various Internet technologies in such accurate and confident manner.

I'd love to work with Nikhil again if the opportunity presents itself!

### Andy Philips · 1st

Founder at Route Vu, Inc.

October 23, 2007, Andy worked with Nikhil on the same team

While working with Nikhil, I found him to be a competent developer; quick to fix problems both within the development stack as well as within the development process. When he took over a project in desperate need of some TLC (complex cross-system/cross-vendor project in a very poor state of development), he did a great job preparing it for production.

### John Muntrim · 1st

Software Quality Professional (CTFL)

July 19, 2007, John managed Nikhil directly

Nikhil is a very technical lead meaning that he shows leadership in design and code in addition to people management. He is also highly structured so he would fit very well in an environment with formal processes. And if your environment isn't expect him to recommend some changes :) It was a pleasure working with him.

**Bryon Barnard** · 1st
Program Manager at Digital Guardian
July 18, 2007, Bryon worked with Nikhil on the same team

Nikhil is a solid software developer with talent to perform heads down coding as well as managing a team of developers. One of Nikhil's greatest strengths is his willingness to attack tough problems head on until he finds the best solution possible.

**Yj Baik** · 1st
Skyhook - Japan Sales Director
July 16, 2007, Yj managed Nikhil directly

Nikhil is a very good software engineer with broad software engineering knowledge. I was also pleased that he has such a proactive attitude. He doesn't afraid of tackling with difficult problems, and also he doesn't mind spending long long hours, in order to satisfy customers. I was very proud of him, and would like to work with him again.

**Steve Billings** · 1st
Software Engineer
July 14, 2007, Steve managed Nikhil directly

Nikhil was a key member of a team formed to implement critical product enhancements required to enable Japanese customers to go live on Open Market's flagship product (an e-commerce platform). He quickly proved himself capable, dependable, and willing to go the extra mile (which in some cases involved extended assignments in the target market). Nikhil was instrumental in enabling those customers to go live, and a was a total pleasure to work with.