To whom it may concern,

Throughout my 15 years as a professional developer, I have had the opportunity to work with a wide array of developers. Generally speaking, it seems that they fall into one of two categories: those that program as a means to an end and those that program because they have a passion for the craft. It did not take long for me to realize that Rodo clearly falls into the latter category.

When I joined Equity in 2020, I was placed on the same team as Rodo. We did not work on the same project; however, I did have a few opportunities to work with him. When our tasks did overlapped, two things really stood out to me about Rodo. First, he is an incredibly hard worker. Given a tight timeline, he will make sure to deliver. Second, he is always eager to learn something new. When presented with a new tool or technology Rodo will do what it takes to learn and apply it.

As I worked with Rodo more, I learned more about the project he was working on. I also gained some person experience that helped me better understand what it is like working at Equity. While I cannot share specific details about Rodo's project, I can tell you from experience he was left to discover most of them on his own. Given pretty vague requirements, Rodo created a functional product that exceeded customer expectations.

Lastly, I want to point out how Rodo made me a better developer. In Rodo's free time he enjoys doing programming challenges. Periodically Rodo would challenge team members to solve the same problem he had been working on. Sometimes they were simple challenges. He was just curious to see others would solve the problem. Sometimes they were very difficult challenges. He pushed us to solve them along with him. At the end of the day, I became a better developer because of this.

Rodo doesn't just meet expectations: he raises the bar. Those on your team that are willing to learn will be better developers for having worked with Rodo. Honestly, I am not sure I would have my current job with Amazon had Rodo not pushed me to be better.

Sincerely,

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