To whom it may concern:

1. As Satish’s supervisor for 1.5 years at IBM -Global Business Services, it is my pleasure to write this letter to give him my highest recommendation. He has waived his right to view this letter.

As a team lead with over 8 years experience in the SAP ERP division at IBM, I have known Satish as a new hire for the Systems Engineer position. Satish had the best academic record and industry exposure amongst the new recruits. Our team is responsible for Enterprise level middleware implementation to globally integrate incompatible legacy and non-SAP systems with the SAP-R/3 systems spread across disparate geographical locations. His work involves cracking case studies involving real world business scenarios by provide innovative IT solutions to our clients. It requires an indepth understanding of the techno-functional requirements and applying programming logic to come up with optimal solutions.

During his tenure as SE, Satish displayed an impressive capability in grasping specialized knowledge and was awarded the IBM deep skill adder award for Q3 and Q4, in recognition for demonstrating critical skills needed to support strategic solutions. If there is one thing that sets him apart, it is his inclination to embrace the latest technology & business trends through continuous learning. Satish was selected for the 'Blue Opportunity' program to work on a stretch assignment in Design For Testability (DFT) of SystemZ servers at the IBM STG Labs. He voluntarily undertook serveral hours of IBM Think academy training- An IBM initiative for knowledge sharing- on special topics encompassing Watson health, Big Data analytics & Cloud Computing.

Satish is invaluable in small-group interactions with his peers and capable of consolidating vast information sets into coherent set of ideas. In August 2015, Satish was laterally hired as an Interim Project Manager and underwent rigoruous training on various aspects of Project Mangement- Scheduling, Corporate Finance, Risk & dependency mangement, Estimation techniques & Interpersonal communications. It served as a big intellectual boost for a fledgling manager. He then joined the Systems Engineering & Architecture (SE&A) staff as a **Business Systems Analyst** to work with AT&T in implementing a Change Request Management System (CRMS). He was able to climb the steep learning curve to learn a myriad of tools & methodologies - Data Architecting, Business Process Modeling, Requirement Elicitation - to understand the stakeholders' business needs, draft business requirements, translate them into Systems requirements and work with the Development & test teams to implement the complex work flows. He is currently practicing the Agile framework and scrum methodology as an ETE Systems Engineer for the BVOIP & AVPN services.

He is technically very sound, experienced in both B2B and B2B2C client environments and has demonstarted strong leadership skills. I **strongly recommend** him for admission to your masters program in the inter-disciplinary field of Management & Engineering, where he fits in perfectly. Please feel free to contact me if you desire additional information.

**Ashwini Sharma**

Application Dev. & Team Lead, SAP-PI

IBM India Pvt. Ltd. Phone: (+91) 9886607176

KA, Bangalore, India Email: ashwini.sharma@in.ibm.com