To whom it may concern,

Mr. Sam Oen was an employee under my supervision as the former Engineering Team Leader at Norwood Systems from 2017 to 2018. Sam was the sole Android developer in the company, and we worked closely together to develop and release three new android applications in less than six months, whilst maintaining our two existing Android applications:
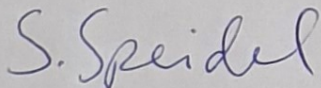
- World Phone
- World Message
- World Secure
- World Wi-Fi
- World Message

These applications and their development were of the highest priority for the company to complete and manage over that period.

After Sam started at the company, he took on monumental tasks, one after another, and in the almost breakneck pace of the industry we worked together in, never wavered and always delivered products the company was proud of.

I am very happy with Sam Oen's performance throughout all the projects we completed, and moreover his open mind, eagerness to get a new project going and his kind, friendly nature. Sam is a highly skilled full stack Android developer, from the UI design through to API development. I am sure that Sam will be an invaluable member of any team he works with in the future.

Regards,

S. Speidel

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