December 22, 2015

To whom it may concern,

Sanket Rajgarhia has been a (part time) member of IBM's Liquid program since August 15, 2011. Liquid is an alternative workforce model that IBM uses to accomplish technical work, and our members compete on short term assignments, for major IBM internal projects and our clients. Such assignments may include the design of wireframes, technical designs, construction of code components, testing (automation) assignments, as well as graphic design work. Members are paid by the outcomes delivered and are required to meet minimum participation requirements to maintain their membership in the program. Members also earn a digital reputation associated with the quality and volume of work that they complete.

Sanket has remained in good standing in IBM Liquid since he joined the program. The main areas of his work are SQL - Basic ANSI standard (Use for all DBMSs), AJAX, HTML5, JUnit, VB, CSS, HTML / CSS, JavaScript, XML, Adobe Flash/Flex, Adobe Photoshop, Algorithms, BPM, Analysis and Design, Data Analysis, Data Modeling, Application Integration, Business Analysis and Application Development. During his membership of the Liquid program, Sanket achieved the following statistics in the program:

- In program for 225 weeks
- Registered to be considered for 1,364 assignments
- Completed 338 assignments successfully: 99.71% of all the outcomes were accepted, meaning the requested outcomes were delivered on time and on quality
    - The average member with 1+ years tenure has a 98.2% acceptance rate
- Performed the equivalent of 1,396 days of scoped work, earning 167,608 points

Sincerely,

Marcel Brouwer
IBM Liquid Challenge Program Manager