

Subject: Letter of Recommendation for Tanvi

Dear Hiring Manager,

I am writing this regarding Tanvi and her application for software engineering role. I have been working with her at Iowa State University for 2 years where she consistently demonstrated lack of motivation and professionalism.

She would arrive late, display minimal effort, and struggle to complete even the simplest tasks without supervision.

Sincerely,  
Tejal Devshetwar  
Student Programmer  
tejal@iastate.edu