

Letter of Recommendation

To Whom It May Concern,

Naasir Bush and I worked together for three years on the Northwest product team before he moved to WebOps and eventually the RAINC product team to continue his journey at the company. When he was on the Northwest team, he was an asset of assets, skilled both in handling his direct responsibilities and at collaborating across skill sets. For these and the other reasons laid out below, I do not hesitate to recommend Naasir for a formal management role within front-end.

Three years is a long time, so from among the many Northwest projects Naasir contributed to and drove, I will focus on one: Naasir's work building Northwest's drop-down mega-menu and site navigation, a huge undertaking that remains in use more or less unchanged on the website today. That project required Naasir to work with writers, SEO specialists, designers, other front-end developers, a project coordinator, and me (the product manager) along the way, in each case aligning the project's technical requirements with its larger aim of making the website's content and services more accessible to the users and clients we serve.

He was able to navigate the human complexity of that project because he has the empathy and patience necessary to translate the technical aspects of his work for his less technical co-workers. We still use what he built because he built it well. We were able to contribute to what he built because he knows how to communicate across skill sets and knows when to follow and when to lead.

After Naasir moved on from Northwest, I have intersected with him at various points when my team's goals overlapped with his, most recently on the launch and continual improvement of the standalone domain product on RAINC and Northwest. I have been pleased to see that he has not changed. He is as friendly, positive, accessible, skilled, and independent as he ever was, and he is no doubt as much of an asset of assets and leader on his current teams as he was on Northwest.

Sincerely,

Jeremy Tounge

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