

Letter of Recommendation

To Whom It May Concern,

I have had the pleasure of working with Naas as the Frontend Lead for RAINC since June 2024, and his leadership has been instrumental in our success. When we embarked on the redesign of registeredagentsinc.com, we were a newly formed team, including myself as the Product Manager. Naas's exceptional leadership was pivotal in guiding our frontend developers and ensuring the successful launch of the new site.

He worked seamlessly with our VUE team and software developers, not only on the site redesign but also on multiple new product and design initiatives since then. Naas's deep technical expertise is matched by his remarkable ability to foster collaboration and unify the team to achieve common goals. He has also consistently stepped into a collaborative role with Epik and MOPS, making sure what we build on RAINC is passed on to other teams. He has been building for the whole company, not just one website. He consistently anticipates stakeholder and product needs, demonstrating strategic foresight that has been crucial to our success.

One of Naas's standout contributions has been his forward-thinking philosophy of 'build it before we need it,' which has enabled us to proactively address stakeholder requests and stay ahead of emerging needs. His commitment to continuous improvement and his data-driven approach to problem-solving have significantly enhanced our team's effectiveness and operational processes.

Naas is not only a highly skilled frontend lead but also an exceptional team player and leader who continuously looks for ways to elevate team performance and deliver outstanding results.

Sincerely,

Megan Adams

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Product Manager

RAINC | Wholesale Peer Group

2Barrels, Spokane, WA

Megan Adams