



Shane Smith <ssmith@nerdery.com>

Recommendation for Shane Smith

Sherman Bausch <sbausch@nerdery.com>

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To: Shane Smith <Shane.Smith@nerdery.com>

I am pleased and honored to recommend my good friend and colleague Shane Smith for the position of Principal Software Engineer on the Ruby team. He would be a perfect fit for the position.

I've been privileged to have many conversations with Shane over our years of friendship and I can attest to his passion and deep love for what we do. He's a champion of Customer Service and articulates that through an unyielding dedication to quality in the work he does and the work of his project teams. Shane extends this dedication through patient mentorship and rock-solid support of every developer he engages; leaving the people and projects he's connected to better as a result of his influence. As a Principal Software Engineer Shane would be able to dedicate his quality-focused, customer-first energies for the betterment of the Developers and the Ruby team as they work to mature that offering. In this he will be invaluable.

In our time together on Team Bacon I've known Shane as a leader in every sense; He raises up and celebrates his teams in their successes with humility and assumes responsibility for missteps with grace and pragmatism. Shane prides himself on the success of the teams and his reflection is a significant in their fortune. He is a leader of Character and would be welcome on any endeavor of mine.

I would celebrate your choice of Shane Smith as your next Principal Software Engineer and although I would have a heavy heart as he left Team Bacon I would say farewell with Pride knowing his promotion would make all of us better.

Respectfully Submitted,
= Sherman Bausch

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