



To whom it may concern,

I would like to recommend Shane Smith for employment with your organization. Shane has demonstrated a strong work ethic and dedication.

Shane has readily accepted new challenges and has shown a remarkable propensity to further his knowledge of software development and web development. Shane has shown that he can manage a wide variety of development tasks quickly and efficiently, and that when called to do so, he can maintain an exceptional quality of work while multitasking. Shane is very dedicated to his work and truly understands the value of product development as it relates to the health and success of a business.

Shane not only excels at developing a cogent front-end experience for customers, but also has an exceptional propensity for creating and maintaining clear, concise and instructive documentation for each project he is involved with. His efforts have ensured that 50 Below developers will continue to benefit from his work in his absence.

While Shane is very skilled in front-end web development, as a Website Developer III, Shane was charged with interfacing with application development for the development of new products. I personally worked with Shane and shared with him curricula and course materials from my graduate work in Software Engineering. Shane was able to immediately assimilate and apply this information into his development efforts with prototype enterprise applications. Shane has a passion for all facets of development, a trait that has been present each day of his tenure with 50 Below.

Shane is always eager to learn and improve himself and as a result of this drive, he is an excellent technical resource for clients and coworkers. Shane is always eager to solve new problems and apply his technical skillset to new and challenging problems while exercising patience with those who may have a developing skillset.

I believe Shane will be an asset to your organization and while I am honored to recommend him, I am disappointed to see him go. If you have any specific questions regarding Shane, please feel free to contact me via phone or email.

Sincerely,

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