**Name:** *Jian “James” Shen*

**Position:** *Full Stack Engineer Team lead*

**Phone Number:** *347-399-1962*

**Email***: Jian.Shen@ehi.com*

**Organization:** *Enterprise Holdings Incorporated*

**Relation to Eric Webb:** *Supporting Team lead*

**Length known each other:** *6 months*

**Assessment of potential academic success:** *Eric is a charismatic and bright individual with a strong dedication to his career and academics. I am confident he will fulfil any academic obligation that he encounters and would recommend him for opportunities that are both academic and professional.*

**Techniques of IT/Cybersecurity:** *Eric seems to be very knowledgeable in the fields of cybersecurity and is always bringing technical topics of discussion to the table, regarding cybersecurity, networking, Linux, and blockchain. He is also currently helping us migrate our internal services to use HTTPS instead of HTTP right now, thus making our applications more secure. He has also made our web-applications more secure by adding both front end and back end validations checks.*

**Human factors in cybersecurity:** *Eric has a great ability to think abstractly and from the view point of a non-technical user. This ability has led to a more secure web-application by analyzing the human factors involved in our applications and formulating how front end and back end validation can benefit the security of these applications. His experience in human factors has also led to the development of applications that our both secure and user friendly. An example of this is an internal application he designed for our employees to use when deleting failed emails from production servers. This application is both secure and easy to use from the user standpoint.*

**Ability to identify and analyze problems, distinguish between relevant and irrelevant information:**

*In our line of work Eric has demonstrated this by reviewing logs and analyzing what data is important and what is not necessary both in local and production environments. He actively engages in online discussions questioning what information is needed to complete a task while also reporting the information gathered and why it is important.*

**Ability to consider and respond appropriately to the needs, feelings, and capabilities of different people:** *Eric is one of the more engaging members of our team, he seems to really enjoy the company of others and is always creating dialog with people of all cultures. He is very personable and easy to talk to while holding the upmost respect for his colleagues.*

**Ability to make clear and convincing oral presentations to individuals or groups:**

*This ability has been demonstrated by Eric within our daily team stand up meetings where he creates pertinent dialog about issues at hand. He has also has ran meetings such as team retrospectives and has created convincing content through oral communication on group calls.*

*Jian “James” Shen*



*AEM Lead WNG*

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