

FROM THE DESK OF

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Wednesday, March 16, 2022

Re: Steven Joseph

To whom it may concern:

I have been working for SKYTRAC Systems as a member of the Enterprise Software Team for 3 years now and Steven Joseph joined us about 7 months ago as a Senior Software Developer. In his brief time with us, Steven used his keen insight into our company's operations and has recommended many operational improvements. Shortly after starting, Steven entered the role of Enterprise Software Manger and has implemented many of these procedural updates that have seen our productivity increase and our time to respond to issues drastically decrease.

A good manager shields their employees from upper management and allows them to focus on their job. At SKYTRAC, we have experienced immense growth over the past couple of years causing much instability in the company's priorities. Throughout his time at SKYTRAC, Steven has done an incredible job allowing our team to focus on our work: as evidenced by the fact that we surpassed last year's deployment count in March of this year. Additionally, he has implemented new, streamlined communication protocols with other departments further improving our team's (and company's) operations.

As someone early in my career, professional development and mentorship are incredibly important to me. In his position as Enterprise Software Manager, Steven has made professional development a key part of our weekly 1-1 meetings. Simply through these conversations I have felt my development as both a software developer and a leader increase in pace. I know through conversations with my peers that he has had a similar impact on them.

Overall, with Steven at the helm, our team is happier and more efficient than we have been in years. Though early in his management career, Steven has proven to be a natural leader and I have no doubt he would bring immense value to whichever team he is a part of.

If you have any questions about my time working with Steven Joseph at SKYTRAC, please don't hesitate to reach out.

Sincerely,



Cole Macdonald

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