

From the Office of Dr. Isaac M. Smart

Senior Vice President Software Engineering, *InnovaQ*

Subject: Ann Jones reference

To Whom it may concern:

It is with great pleasure that I give my highest recommendations for employment of Ms. Ann Jones, a creative, responsible, personable, and intelligent software engineer. I've had the pleasure of working with her for the last 11 years and she possess the complete skillset necessary in any tech environment..

We have not found anything Ann cannot accomplish, no matter the complexity level or time concerns. Ann is enthusiastic and always looking for the most effective and efficient ways to solve problems. She is attentive to her team and asks for and listens to their input, valuing all suggestions. And she does all of this in an extremely approachable and friendly way.

When we learned she would be moving out of state, we were all very happy for her new opportunities but at the same time very saddened to be losing her. Any employer would be extremely fortunate to have her join their team. Please contact me with any questions you may have concerning Ann's performance at *InnovaQ* at the phone number or email below.

Congratulations on finding such an excellent candidate!

Sincerely,



Isaac M. Smart