

Shahin Varasteh AEC Building, No 33,
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East to west Haghani highway, Tehran, Iran.
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Tel: +98 912 125 0444
December 30, 2019

Navid Ghavami Employee worked for me as a software developer from Jun.1, 2017 to December 30, 2019. Like all developers, he wrote code for computer software. His responsibilities included requirements gathering, analysis and design of complex Web applications using a variety of technologies.

During the course of his employment, Navid Ghavami proved himself to be a dependable employee and a hard worker with solid problem solving and technical skills. I was always impressed by Navid Ghavami's ability to complete the work assigned to him on time. Navid Ghavami not only met deadlines but also explains his programs in a way that non-experts can easily understand. This skill came in handy when he presented his programs to clients who weren't particularly tech savvy.

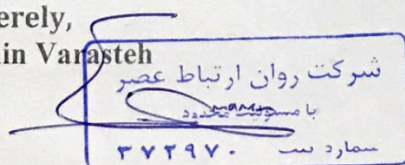
Navid Ghavami takes his work very seriously and regularly enrolled in classes to stay abreast of the newest developments in programming. He also traveled to conferences across the country for this purpose. His ongoing professional development courses and trips helped him to easily learn new techniques and perform complex tasks the first time around. Although Navid Ghavami is a fast-learner, he is very careful and cautious about his work. That means he repeatedly runs checks on his programs (and others) before making them public to ensure there aren't any hiccups. His quick thinking and cautious personality has helped the company avoid some costly and embarrassing mistakes.

Navid Ghavami would be an asset to have on any team. To say he's a team leader would be an understatement. during his tenure at our company, he's gone out of his way to welcome newcomers and resolve any problems they might have. He pitches innovative ideas at company meetings but also listens to what others have to say, including constructive criticism. When budgetary constraints limited the work our company could complete, Navid Ghavami put his highly creative mind to use to come up with alternatives.

Overall, Navid Ghavami is a talented, hard-working employee, and I am sad to see him leave. I strongly recommend Navid Ghavami for any mid-level development position. And with the right guidance and training, I have no doubt Navid Ghavami could excel in an upper-level development position. He's simply that good.

Sincerely,

Shahin Varasteh



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دفتر مرکزی: ایران، تهران، اتوبان حقانی، بین دیدار
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Setareh Ranjbar Employee worked for me as a software developer from Jun.1, 2017 to December 30, 2019. Like all developers, he wrote code for computer software. His responsibilities included requirements gathering, analysis and design of complex Web applications using a variety of technologies.

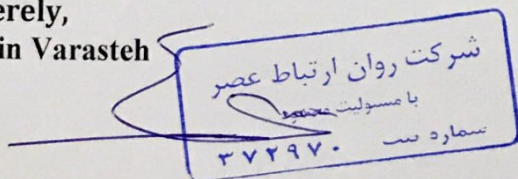
During the course of his employment, Setareh Ranjbar proved himself to be a dependable employee and a hard worker with solid problem solving and technical skills. I was always impressed by Setareh Ranjbar ability to complete the work assigned to him on time. Setareh Ranjbar not only met deadlines but also explains his programs in a way that non-experts can easily understand. This skill came in handy when he presented his programs to clients who weren't particularly tech savvy.

Setareh Ranjbar takes his work very seriously and regularly enrolled in classes to stay abreast of the newest developments in programming. He also traveled to conferences across the country for this purpose. His ongoing professional development courses and trips helped him to easily learn new techniques and perform complex tasks the first time around. Although Setareh Ranjbar is a fast-learner, he is very careful and cautious about his work. That means he repeatedly runs checks on his programs (and others) before making them public to ensure there aren't any hiccups. His quick thinking and cautious personality has helped the company avoid some costly and embarrassing mistakes.

Setareh Ranjbar would be an asset to have on any team. To say he's a team leader would be an understatement. During his tenure at our company, he's gone out of his way to welcome newcomers and resolve any problems they might have. He pitches innovative ideas at company meetings but also listens to what others have to say, including constructive criticism. When budgetary constraints limited the work our company could complete, Setareh Ranjbar put his highly creative mind to use to come up with alternatives.

Overall, Setareh Ranjbar is a talented, hard-working employee, and I am sad to see him leave. I strongly recommend Setareh Ranjbar for any mid-level development position. And with the right guidance and training, I have no doubt Setareh Ranjbar could excel in an upper-level development position. He's simply that good.

**Sincerely,
Shahin Varasteh**



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