

October 26, 2022

To whom it concerns,

It is my pleasure to recommend Francis Tran for an internship. I have worked with Francis since May 2022 as his manager on the CRM Team (Salesforce) at the University of St. Thomas, where he used his excellent web development, technical logic and time management skills to achieve great results in his time. I am confident Francis's skills, professional manner and hard work will make him a powerful asset on your team.

As a Salesforce analyst, Francis demonstrated his ability to quickly get up to speed on the Salesforce platform, while bringing an innovative spirit and web coding skill to needed tasks. During his time with our team, he has developed into the go-to-person on application widget creation and maintenance. Francis worked within the framework to create inviting, informative message with engaging style.

Francis is easy to work with. He is straightforward and clear with communications and drives to answers. He asks for and is open to feedback.

I am very comfortable with giving Francis a task, big or small, and letting him tackle it independently. If he has questions, he will reach out and ask for clarification or assistance. Francis has built strong relationships with our senior software engineers. His independence has allowed me to continue working on diverse projects, while knowing the team is producing more and more results. This summer as our team approached major deadlines that seemed nearly impossible, Francis powered through tasks allowing us to achieve the deadlines.

Francis has my highest recommendation. I am sure he will make a strong addition to any team. Feel free to contact me if you have any questions regarding his past work.

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