

To Whom It May Concern:

I am writing this letter to provide a recommendation for Aleksandrs Trofimovs, whom I know from his position as junior and, shortly after – middle, .NET software developer at Emy Solutions Ltd (formerly, part of Meditec Ltd, now part of Meditec Group).

I am Kaspars Trautmanis, Engineering Manager at the company, and I am pleased to offer insight into Aleksandrs abilities and work ethic.

Me and Aleksandrs happened to join our company on the same day, with the only difference in position. Thus, I may not comment on the hiring process, however, I do know he joined after switching career path from front-end/web development to full-stack .NET, where he expected work to be more interesting and challenging. The start, as expected, was somewhat slow, for the simple reason that in a company, where everybody is busy working on TWO mission-critical projects with immovable deadlines, there was little time and space for proper onboarding.

But Aleksandrs managed on his own – by digging into existing code base, asking never ending questions, looking at and inspecting the Pull Requests from others. And it didn't take long for me to happily promote him to middle level.

I am not sure if that is in his nature or the way of "onboarding himself" impacted that, but he has been my best bet whenever any additional onboarding or mentoring was required. I am specifically talking about mentoring one junior developer from the beginning to the end, onboarding of 2 new recruits, and even getting up to speed 2 external contractors we hired at some point.

While his technical skills and competences are worth noticing, what I see of a much greater value in him is his endless appetite to try out new things (up to the point where I needed to hush him, because, even if it was clear he is right and we do have issues with certain parts of code or even the chosen design pattern, it is also clear it is way too late to change at this stage of the project) as well as the never ending commitment to clean up and re-organize the code into better shape than he found it. He also has been a good sparring partner for me and architects, challenging and pointing out where we are trying to implement something without thinking it through – i.e., doing something only because that's how we've always done it. Or because it sounded reasonable without realising that it totally does not make sense.

Aleksandrs is a solid professional, and I wish the best for him to advance further. I am confident that he will be a great fit for your company as well. Not only will he bring the kind of skills and experiences you're looking for in an applicant, but he will also quickly become an asset and help your company grow in any way he can.

If you need more information or specific examples, please do not hesitate to contact me at [Kaspars.Trautmanis@meditec.lv](mailto:Kaspars.Trautmanis@meditec.lv) (should the e-mail address cease to exist due to changes in my own personal career, please approach me through my personal inbox at [Kaspars.Trautmanis78@gmail.com](mailto:Kaspars.Trautmanis78@gmail.com)). As a recommendation letter likely only provides a snapshot, I would be happy to elaborate further on my time working with Aleksandrs.

Sincerely,

Kaspars Trautmanis  
Engineering Manager  
Emy Solutions