

Kenneth Lam  
Equus Computer Systems  
20480 Business Pkwy  
City of Industry, CA. 91789  
kennethlam813@gmail.com  
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Hiring authority

Formal letter of recommendation for Scott Griffis

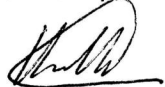
I worked under Scott's direction for five years at Equus Computer Systems. We worked closely on daily projects and I went to him for advice on how to handle difficult issues be they technical or interpersonal. He is consistently level-headed, reasonable, and was able to give clear direction so the team knew what was needed even during stressful times. He understood the needs of the team and created plans that best fit with the strengths of each member. Everyone knew they could go to him with issues and he would listen and resolve them fairly.

Scott acted as a mentor for many members of the team and helped them to move to self-sufficiency and be proactive problem solvers. He promoted many members internally and provided opportunities and a path to learn additional skills.

Scott was eager to share with us the direction of the company so we knew where we were headed and what to expect. He shared quality data and customer survey results with us so we knew what issues to focus on, what needed improvement, and where we had done a good job resolving previous issues.

I highly recommend Scott for any leadership position that requires a manager who understands their team and can mold them to be a cohesive and efficient unit. He is trustworthy, intelligent, can work with difficult people, and knows how to be a good leader. He is an excellent manager and would be well respected in your company.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kenneth Lam', with a stylized flourish at the end.

Kenneth Lam