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To whom it may concern:

As CEO and co-founder of French Girls, Inc., I am writing on behalf of Tom Sennett, who worked with me through several companies and in several capacities. From August 2011 through August 2013, Tom worked served as a developer, designer, product manager and project manager through APPEK, a mobile consulting agency, Pathmapp, a mobile analytics startup, and French Girls, a digital art platform.

Tom's passion for finding the most efficient and high-functioning solutions to product and workflow problems is contagious. He is relentless in his efforts to reduce management overhead by empowering individuals to do their jobs well. He is an advocate for balanced approaches, and advocates for quality and efficiency as much as he does personal and workplace freedom.

That said, Tom's true talents shine when he is responsible for Product Management. As a creative, artistic individual, Tom always thinks as creatively as he does critically. This is a critical skill when having to balance demands of the business while trying to retain qualitative integrity of a product.

Tom will ultimately succeed in a people-focused environment where he is trusted to take risks, measure results, and adjust accordingly. He is creative and intelligent, and always has an educated opinion when problems pop up. Perhaps Tom's best asset is that he will consistently push his colleagues to perform at a high level by consistently addressing the most important problems within his domain and sphere of influence. He will be an asset to anybody who would hire him, and I would gladly rehire him if ever there was an opportunity that lined up for Tom and I.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andrew Herman', written in a cursive style.

Andrew Herman  
CEO and Co-Founder  
French Girls, Inc.