

February 20, 2024

To Whom it May Concern,

I am writing this letter to recommend Victor Arce as an exceptional software engineer. I have had the pleasure of working closely with him as his manager for more than 3 years, and I can confidently attest to his exceptional engineering skills, dedication, and contributions.

During Victor's time at doTERRA, he worked as a contractor. He showed the same dedication to his work and contributions as a full-time employee would. He consistently impressed me with his professionalism and commitment to excellence.

Victor always took assigned tasks and saw them through to completion in a timely manner. He was not afraid to tackle complex business problems and come up with solutions. In fact, he would often volunteer to take very difficult problems to solve, work with the team to architect and design a solution, and then proceed to implement it.

We have many complicated customizations we've made to our SAP Hybris deployment, and Victor's understanding of the Hybris system is outstanding. Coupled with his solid software design/engineering skills, programming concepts, and the Java language, he was able to design and implement a very complex customization to the e-commerce cart checkout process.

He was able to keep this critical project moving, as well as volunteer and handle other fixes and issues that came up. And throughout his time with us, he's consistently done this.

In conclusion, Victor will be a valuable addition to any software development team and project. He will excel in any role or project he undertakes. I can recommend him without hesitation.

Please feel free to contact me if you need any further information.

Sincerely,

A handwritten signature in black ink that reads "Kyle Tippetts". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Kyle Tippetts  
Manager, doTERRA Microservices Team  
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