

LETTER OF RECOMMENDATION

For: Tan Wei Jin

To Whom It May Concern,

I had the opportunity to work closely with Wei Jin as his manager at Spresso AI, and I can confidently say he was a strong and dependable engineer who consistently demonstrated ownership, technical capability, and a collaborative attitude.

From a technical perspective, Wei Jin demonstrated strong analytical and problem-solving skills, particularly through a data-driven approach to engineering work. He was especially effective at using logs, metrics, usage patterns, and other diagnostic tools to identify underlying issues and uncover the highest-impact problems to solve. Rather than jumping to assumptions, he approached investigations methodically and focused his efforts on areas that would deliver meaningful improvements for users and the business.

Wei Jin also produced solid, maintainable work and showed good engineering judgment when balancing delivery speed, quality, and operational considerations. He was receptive to feedback, continuously improved over time, and contributed positively to the overall team culture.

Beyond his individual contributions, Wei Jin was a strong team player who consistently went the extra mile to support his teammates and contribute wherever needed. He was approachable, willing to share knowledge, and proactive in helping others overcome technical challenges. Wei Jin worked effectively with our globally distributed team, collaborating closely with teammates and stakeholders across different time zones. He communicated clearly and coordinated well across functions. During periods with urgent timelines and high-pressure deliverables, he demonstrated a strong sense of ownership and commitment, going above and beyond to ensure projects were delivered successfully.

In addition, Wei Jin adapted quickly to the evolving engineering landscape and was able to effectively leverage modern AI-assisted development tools to improve both productivity and engineering effectiveness. He showed initiative in learning and applying these tools pragmatically to accelerate development, troubleshoot issues, and enhance overall workflow efficiency while maintaining sound engineering judgment.

Overall, Wei Jin was reliable, professional, and easy to work with. I believe he would be a valuable asset to any engineering team, and highly recommend him for future opportunities.

Sincerely,

Joseph Lum

Software Engineering Manager
Spresso AI