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To whom it may concern:

My name is Micah Weaver, and I was the Chief Technology Officer at Bloomerang from 2014-2020. I hired Austin-Michael Komatz as our Lead Mobile Engineer in March 2019 and was his direct supervisor until he left the company in October 2020. During Austin-Michael's time at Bloomerang, he developed our iPhone app from the ground up. We received rave reviews from our customers, and the app has a 4.9 out of 5 rating on the app store.

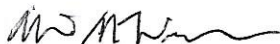
Austin-Michael worked with our product manager to identify which pieces of our web app should be implemented in the first version of our iPhone app and to help us understand how to utilize the iPhone platform to surpass some of the things we were able to do with the web app. Austin-Michael is a very good designer, as he designed the look and feel as well as all of the screens in the application, accepting and integrating feedback from our product manager and web application designer as well as alpha and beta testers.

On the technical side, Austin-Michael selected the architecture, set coding standards, wrote a large portion of the code base, reviewed code to ensure high quality and high performance, and created automated tests to allow for more frequent releases and shorter testing times. He also built a thorough estimate of when we would be able to release the first version of the iPhone app, and he delivered on time.

Beyond the technical side, Austin-Michael is an excellent leader and team member showing wisdom and experience beyond his years. Throughout our time working together, I was able to have complete confidence in his decision making and self-sufficiency. His drive to meet goals is second to none. On the leadership front, Austin-Michael hired and trained two engineers for his team, one senior engineer and one junior engineer straight out of college. He was able to train them, utilize their skills effectively, and help them to grow as engineers. In addition to all of this, he has a strong desire to grow both technically and in leadership. He is the model engineer I wanted the rest of my team to emulate.

In short, if I needed someone to build a mobile application as a lead engineer or senior engineer, I would hire Austin-Michael again in a heartbeat. If you have any follow-up questions, please feel free to contact me.

Sincerely,



Micah Weaver