
RE: Reference letter for Clement Lim**July 20, 2010**

Dear Sir/Madam,

I have been Clement's manager since the start of December 2007. We work together on a daily basis where I am in charge of supervising and evaluating his work as a Software Engineer.

Clement is a quick learner, who completes his work with enthusiasm. He is often tasked with projects that involve new technologies and has always been able to learn quickly while managing his time effectively. Clement is very committed to getting the job done well, and if necessary, puts in extra effort to deliver results. He is resourceful in finding new solutions to difficult problems and has made significant contributions to the team. All the different teams are very satisfied with Clement's cooperation, abilities, and attitude.

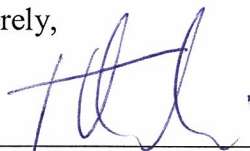
Clement communicates very well with other team members and is very proactive in helping others. He is self assured and also tactful during delicate situations. When under stress, especially during deadlines, he takes the extra effort to complete his tasks on time while maintaining a high quality of work. Clement's positive attitude, in addition to his driven nature, makes him a pleasure to work with.

Clement is dependable and also highly capable at managing multiple concurrent tasks. He has strengthened his presentation skills by being part of the company's Toastmasters group. Furthermore, I have assigned Clement with some of my responsibilities during my vacations and he has done an excellent job with the daily meetings and reports. Given an opportunity to develop his skills, I sincerely believe that he has strong managerial potential.

Clement's achievements have been above his peers. He has achieved the highest rating possible on every review, both quarterly and yearly, since he joined the company. He is a very valuable member of my team and adds value to other teams as well.

Clement would be an asset to any employer and I would highly recommend him for any endeavor he chooses to pursue. He has the tenacity as well as the competence to succeed in whatever he puts his mind to.

Sincerely,



Dr. Tadek Orłowski
Development Manager
FinancialCAD Corporation