



April 27, 2017

To Whom it May Concern,

I have known Jarom Norris now for several years. He has worked in various roles in our organization and has spent the last two years as the chief student executive for our radio and broadcasting operations.

To have a student occupy that position for two consecutive years is rare. It's a challenging position with many responsibilities. Jarom is also a full time student in a program with a heavy workload, and it's even more impressive that he has been able to excel in both places.

Jarom is very talented. His skillset is broad and applicable in many circumstances. His technical skills and understanding have been hugely beneficial to us over the last several years. He has been instrumental in helping us establish a solid team communication tool and teaching others how to use it effectively. He also led the charge to create a unified file sharing system for the entire office.

But his technical skills are only part of what makes Jarom such an excellent candidate. He is also an excellent manager and leader. I have found Jarom to be compassionate and understanding in difficult employee situations. He balances this with a strong sense of fairness and of what is right and wrong.

He leads by example - volunteering to take on extra tasks, going above and beyond expectations on many projects, and being friendly and inclusive to all around him.

We will greatly miss Jarom and his contributions to Student Media. I believe he will be an excellent addition to any company wise enough to hire him.

Sincerely,

A handwritten signature in black ink that reads "Jacob K. Sorensen". The signature is written in a cursive, slightly slanted style.

Jacob K. Sorensen  
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