

To Whom It May Concern,

I am pleased to write this letter of recommendation for Elias Gil, who has worked with our team as a Contract Instructional Designer. During his time with us, Elias consistently delivered high-quality work and made meaningful contributions across multiple areas of instructional design and learning development.

Elias demonstrated particular strength in video production, including both editing and original content creation. His videos were well-structured, visually engaging, and clearly aligned with learning objectives. He also brought strong expertise in e-learning development using Articulate 360, where he developed interactive, learner-centered experiences that balanced creativity with sound instructional design principles.

In addition, Elias excelled in the design and development of facilitated training materials. He created comprehensive facilitator guides, participant materials, and supporting assets that enabled instructors to deliver engaging and effective learning experiences. His work reflected a strong understanding of adult learning principles and ensured that facilitated sessions were well-structured, consistent, and easy to deliver.

One of Elias's most impactful contributions was his creation of design templates and style guides for the team. These resources not only elevated the overall quality and consistency of our learning products, but also significantly improved team efficiency by streamlining development processes. This effort demonstrated his attention to detail, systems thinking, and commitment to team success.

Elias is reliable, proactive, and a pleasure to work with. He takes initiative, incorporates feedback thoughtfully, and consistently delivers polished, effective learning solutions. I am confident that he would be a valuable asset to any organization seeking a talented and collaborative instructional designer.

I recommend Elias Gil without reservation. Please feel free to contact me if you require any additional information.

Sincerely,



Chuck Herbst | Faculty Instructional Designer Ld | Claims University
Claims Central Operations, Claims University P&C Insurance Group, USAA
1855 Telstar Rd., Colorado Springs, CO
Mobile: (719) 649-6252
usaa.com | facebook.com/usaa | linkedin.com/usaa