

To Whom it May Concern:

It is my pleasure to strongly recommend Elias Gil for Instructional Designer/Learning Experience Designer/eLearning Developer role.

I am Theresa Hoehne, a Director of Talent Management at Rackspace. For the past 4 years, Elias has been a thought leader and technical contributor to numerous high impact projects that have either directly or indirectly fallen under my remit. These are a few of the things I appreciate about the way Elias consistently shows up:

- He possesses the ability to work across functions and levels in the organization.
- He has a consultative mindset: If he feels that a product could be tweaked to be better, he speaks up and offers consultation versus operating as an “order taker”.
- He can be counted on to produce original ideas that are not merely creative but also solve for real business needs.

Those attributes coupled with a strong work ethic and positive attitude make him a strong contributor and the backbone of a team.

If you need more information or specific examples, please do not hesitate to contact me at 210-232-0476. As a recommendation letter likely only provides a snapshot of his talents and achievements, I would be happy to further elaborate on my time working with him.

Sincerely,

Theresa Hoehne