

To Whom it May Concern,

I am writing to wholeheartedly endorse Nathan Bray for the positions of Front-end Web Developer and Internet Marketing Specialist.

I first met Nathan when I hired him at Dustin Boling Associates as a contract Front-end Web Developer under my supervision. During his time working with us, his HTML and CSS skills went from fairly decent to excellent. He's had the opportunity to work on many WordPress-based projects from conception to completion and has proven that his ability to learn quickly, take constructive criticism, and excel in future projects is tremendous.

Nathan has excellent HTML and CSS skills, but another great strength he has, is his natural ability to create highly efficient processes for just about anything. Nathan developed a process for us that greatly increased the efficiency in how we handle new client projects. He created boilerplate project management templates for our team to follow that included all the common tasks for each type of project. He also created easy to follow instructions and checklists that assisted our clients in providing us with required information and assets. These processes developed by Nathan have greatly increased client and developer happiness throughout each project.

Nathan has also demonstrated that he is very educated in internet marketing strategy, including search engine optimization, lead capture, and sales funnels and flows.

I'm convinced Nathan, with his broad range of knowledge, will be as great an asset to your company as he has been to ours. Please feel free to contact me if you'd like any additional information.

Sincerely,



Dustin Boling
Principal Software Engineer
Dustin Boling Associates