

## LETTER OF RECOMMENDATION

To Whom It May Concern:

I have known Paul for many years having worked with him at 3 different organizations. At JWT, he was a Sr Flash Animator and reported directly to me as a key member of the Digital Technology and Production department.

Paul's skills are far beyond animation alone and has the ability to play many roles. I hired him to join our department due to his uncanny ability to make anything he touches look sleeker, more refined, and with a strong sense of design aesthetic. In addition to this, I relied heavily on his expertise to lead creative consistency and quality across our department deliverables to which he succeeded, raising the bar and level of quality in our collective work.

Lastly, Paul is an extremely hard worker, often working late and on weekends to get the job done to his, mine, and our client's demanding expectations. His personality, sense of humor and talent make him an asset to any team.

Regards,

David Chang  
Director of Technology, JWT 12/2006 - 1/2011