



January 14th, 2025

To whom it may concern:

My name is Cory Welch, professionally I am the Electrical Engineering & Automation Manager at Kontek Ecology Systems Inc in Burlington Ontario. I am soon to be a certified Professional Engineer licensed in the province of Ontario. I have been in this position nearly a year, and at Kontek over seven.

Over the past year I had the pleasure to supervise Tylen Callander as a Junior Software Developer. I saw firsthand his professionalism, maturity, and dedication to his work. He was valuable to our team, writing utility scripts for parsing information, updating code using modern methodologies, and working on larger program development as part of our efforts to expand our in-house ERP, file system, and databasing efforts that Kontek uses daily. He was always friendly, courteous, and professional when dealing with other people at Kontek. He also helped to put together some Excel spreadsheets that will be leveraged by Kontek for time to come.

I believe that Tylen's determination, knowledge, and willingness to learn would be an asset to any organization, and I wholeheartedly recommend him.

If you would like to speak or communicate further with me about Tylen; I would be happy to do so. During my regular work hours of 7:00 AM to 4:00 PM I can be easily contacted via cell phone at +1 (905) 220-6412 or via email at cwelch@kontekecology.com. Outside of work hours I can be contacted via cell phone at +1 (519) 770-5263 or via email at cory.welch77@gmail.com.

Sincerely,

A handwritten signature in black ink that reads "Cory Welch". The signature is written in a cursive style and is positioned above the typed name and contact information.

Cory Welch, EIT (He / Him)
PEO#: 100540073