

December 23, 2020

To Whom It May Concern:

I was Tiana Gould's manager at Amazon Robotics for her fall 2020 co-op, and I am writing to express my endorsement of Tiana as a mechanical engineer. Tiana demonstrated strong engineering fundamentals and design intuition throughout her co-op. In addition to her technical skills, she earned trust with key stakeholders and took ownership over her work. Overall, she operated at the level of a full-time employee and became a valuable member of our team.

First and foremost, Tiana's technical abilities were evident in her design and drawing skills. During her co-op, she owned a sub-assembly and was responsible for taking the concept from sketch to production. Over five months, she transformed a sheet metal prototype into an ergonomic and user friendly design. To ensure her design was well-executed, she held a review with the design team and key stakeholders that was well received. She took feedback from senior engineers, incorporated it appropriately into her final design, and delivered all of her components on time under a tight schedule.

In addition to having a strong engineering foundation, Tiana demonstrated also her ability to learn quickly and grow throughout her co-op. She had little drawing experience when she started working at Amazon Robotics, but quickly learned our best practices and produced high-quality drawings for her parts and sub-assembly. She was very accepting of feedback and eager to make improvements to her design. By the end of her co-op, her drawings required very few corrections.

Beyond Tiana's technical skills, she also proved her strong commitment to taking ownership and responsibility of her work, and she communicated effectively with the team. For one of her projects Tiana designed, developed, and troubleshooted an electro-mechanical test fixture with guidance from an electrical engineer. She was given electrical drawings for the fixture and was able to wire the assembly correctly with little guidance and asked questions on what she did not understand. Tiana consistently worked through problems on her own before asking for help, and was able to quickly understand the explanation from more senior engineers. She kept the team informed if there were issues and asked for help when necessary. Tiana was willing to take on a large responsibility and was looking to challenge herself as an engineer. She has a positive attitude, is a team player, and enthusiastic about her work.

Ultimately, Tiana would be a great addition to any team. She has a strong foundation and I can only imagine that she will continue to learn and seek out new opportunities to grow as an engineer.

Thank you,

Arianne Spaulding | Mechanical Engineer II



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