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To whom it may concern,

Jamie worked as a Behavioral Research Coordinator here at pymetrics for 8 months, starting in December 2020, and ending in July 2020 due to COVID-related restructuring. As the CSO of pymetrics, I worked with Jamie directly, but I've also drawn on her closest manager Lewis Baker (Director of Data Strategy) for this recommendation.

To give the bottom-line: Jamie was an excellent member of our team and has an incredibly bright future. I'd recommend her for almost any role, and look forward to watching her progress.

During her time at pymetrics, Jamie worked closely with other team members on several key projects: Jamie's major project was the organization and implementation of a large-scale data collection project for an NLP-based product. This project sought to map some of the cognitive / behavioral measures that we use for hiring assessments to more traditional psychological measures of personality and performance – a key piece in demonstrating the scientific validity of our method.

The workload on this project included experimental design, survey design, and coordination of multiple "crowd-sourced" providers for survey data including Qualtrics, Amazon Turk, and Market Cube. Despite considerable challenges from our providers, Jamie did an excellent job managing the data streams, overseeing data labelling, and refining surveys to obtain the best possible data. Her work allowed us to build out a robust dataset that stands as the backbone to one of our hottest products.

Jamie trained as a data scientist on our team, and has a broad understanding of our data warehouse, standard data analysis pipelines, and data queries. She is growing this skillset and will make an excellent data analyst in time.

Jamie was also flexible in addressing other project needs. She sought out opportunities to organize and consolidate many of the client-facing reports that are generated by the Data team, enabling us to begin automation of them in a much more focused way. She was able to pick up skills in SQL and DBT quickly and was able to analyze client data on a new system within a few weeks.

Personally, Jamie was an absolute pleasure to work with. She was eager to expand her skill set, happy to help on new projects, and repeatedly came to me with direct proposals for new ways that she could help. She'll be an asset to any research team and is growing into an excellent scientist who can combine deep thinking with a get-it-done attitude. I look forward to watching her inevitable success.

I'd be happy to provide any other help I can – please reach out if you'd like to chat directly. I'm also adding the contact information of Lewis Baker, who worked with Jamie extensively before my time at pymetrics started and will give an equally positive reference (Lewis Baker - Director of Data Strategy, lewis@pymetrics.com)

Best,

Alex Vaughan