GitLab

To Whom It May Concern:

This letter conveys the impressive skills that Dibyadarshi Dash has shown during his software engineering internship at GitLab from May 11, 2020 to August 28, 2020.

Dash worked in the Create team, where he developed features for the Backend:Editor and Backend:Knowledge teams. Dash was a quick learner picking up Ruby, Rails, and Rspec, with no prior experience, and getting familiar with the GitLab platform in a short period of time. He has exhibited great versatility by thriving in a remote work environment. He also showed great dedication and passion in his work, which translated into impressive results.

One of the several features Dash worked on was dynamically reordering code: snippets. This was Dash's first issue, and thus it was his opportunity to get familiar with the standards of coding at GitLab, the workflow, and the GitLab Continuous Integration pipelines. With guidance from his mentor, Dash was able to:

- Write clean code, including comprehensive test cases, or specs.
- Run the CI pipeline on the GitLab platform to evaluate his work against GitLab's test suite.
- Measure his code's performance with the previous version by creating a query plan and comparing the execution times.

- Effectively collaborated with the Code Reviewer and Code Maintainer to merge changes.

This feature enables a GitLab user to access their personal/project snippets and reorder them based on the parameters selected. Dash's level of independence progressed throughout the internship. He familiarized himself with all the aspects of the Gitlab development process. The complexity level of his issues also increased over time (e.g., handling non-HTML requests, and handling wiki services failures).

Dash mastered the GitLab CREDIT (Collaboration, Results, Efficiency, Diversity, Iteration and Transparency) values. He proved that he could adapt to any team environment and quickly get up to speed in the team's work environment while adhering to a new culture. His communication skills, synchronous and asynchronous, were put on full display through weekly meetings with Engineers and Engineering Managers and participation in GitLab presentations. Dash learned and embraced our GitLab product by creating an "Employee Development Project" to track his accomplishments. Dash earned a certification in Agile, Ruby on Rails, Continuous Deployment, and in the final days of his internship, he completed a Diversity, Inclusion, and Belonging (DIB) pathway. He showed keen interest in interacting with other departments to understand how various teams work together and gained critical perspectives from these conversations.

Dash has shown immense growth by learning new skills, applying them in a unique work environment where all are expected to be, "A Manager of One." Working at GitLab requires

each team member to be self-motivated, responsive, excellent communicator, and highly technical since our company is 100% remote. Dash checked all of the boxes. Dash and the other three interns were selected from a large pool of interns to participate in GitLab's first Engineering Internship program. I am thrilled we chose Dash because he brought so much more than I expected from an intern, to the program. I fully expect Dash to continue developing his leadership and technical skills throughout his higher studies and professional careers. We at GitLab give him our strongest recommendation for roles that require a high technical aptitude, adaptability, teamwork, communication skills, creativity, and a positive attitude.

Darva Satcher

Senior Manager Development, GitLab Inc.