

Letter of Recommendation



April 16th, 2026

To Whom It May Concern,

I am writing to recommend Tyler Russell to any organization considering him for a role. Tyler reported directly to me at FlexTech Solutions, LLC, where I served as Director of Sales & Software Solutions. While my background is on the business side, managing Tyler gave me regular visibility into the software projects he led, and the impact of his work was evident across the entire organization.

Tyler was instrumental in the full build out of our cloud based inventory management software, a platform developed as an upgraded version of our existing in-house server based system and offered directly to our clients. He played a key role in both environments, having helped build and maintain the original server based system before taking on the cloud migration and expansion. The reliability and functionality of both platforms were a direct result of his work.

Beyond what I observed directly, Tyler demonstrated the qualities that separate strong developers from the rest. He wrote clean, maintainable code, thought carefully about system architecture, and approached problems methodically before jumping to solutions. He was also skilled at translating business needs into technical requirements, which made collaboration between his team and ours straightforward. He documented his work thoroughly, which proved valuable troubleshooting down the road.

With FlexTech Solutions closing, Tyler will be a significant addition to any development team. He is technically strong, dependable, and the kind of developer who takes real ownership of what he builds. I recommend him without hesitation. Please feel free to reach out with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Josh Hampton".

Josh Hampton

Director of Sales & Software Solutions

FlexTech Solutions, LLC

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