



November 28, 2022

Re: Young Kang Employment

To Whom It May Concern:

Young Kang worked for Nexent as a UX/UI Designer from July 13, 2020 through October 17, 2022. His responsibilities included: developing standard UI components and style guides, wireframes, new user interface designs and CSS. He worked on all of Nexent's software products including traditional client/server software, web-based solution and native mobile apps. Part of Young's role also involved marketing work including: website enhancements, digital marketing, graphics for various projects, print design and digital ad design.

Young is very versatile with skills in a wide range of digital media and design. He is a highly skilled graphic artist with a keen eye for developing visually appealing and effective media.

During the time that he worked for Nexent, Young was always willing to take on new things and has a positive, can-do attitude. He is also very solution-focused which was evident as he actively sought out and presented solutions for issues.

I believe that Young's versatility and high level of design capability will be an asset for his future employers.

Sincerely,

A handwritten signature in blue ink that reads "A. Goliger".

Andrea Goliger
Director Marketing
Nexent Innovations Inc.



September 09, 2020

Reference for Mr. Young Kang

To Whom it May Concern,

Mr. Kang worked at icon1 communications and I am pleased to provide the following reference for him.

Young is a talented and experienced UI/UX/Graphic Designer. During his time with my company he was dedicated in his work and he demonstrated strong creativity and research skills to produce quality results. His versatile skillsets were greatly beneficial with the applications that we develop, and he proved himself to go above and beyond of what was expected of him.

With regards to his design/visual work it was always fun to see what he could come up with which at times exceeded our expectations. With the nature of the work that we do, sometimes we need to work overtime to complete projects and meet client expectations and Young was always onboard and willing to show up to the task. Young was also able to juggle multiple priorities and flow from one task to another.

Overall, the time he spent at our company was fruitful and though we were sad to see him move onto his next opportunity we were also very happy for the time and experience he contributed to the company.

It would be my pleasure to take a call if you require any further details of his time at my company.

Kind regards,
Robert Spano
CEO, icon1 communications



May 02, 2016

Reference for Mr. Josh Kang

To Whom It May Concern:

Mr. Kang worked on my Blueprints project as a full-stack designer at Bell Canada. During this time he provided UX consulting services, visual design and front-end development to the web application used by agent in Bell Canada. Throughout the project Mr. Kang was very professional and pleasant. As we did the project in Agile environment, so we had lots of changes on adhoc but never received any complaint from him. Sometimes we wanted to have two versions so that we can give 2 options to business than asking what they need so that approval is fast. He was very proactive in providing that also. Even he never complained of taking the work home even on weekend to provide the changes in time. It was a pleasure to work with Mr. Kang and would love to cross paths again with him.

If you have additional questions, please do not hesitate to contact me.

Sincerely,

Nishi Jain
Lead Business Analyst
IT Blueprints , Bell Canada
Phone: 4168178632



UNIVERSITY OF
TORONTO

Tuck-Voon How
Ph.D. Candidate
Intelligent Assistive Technology & Systems Lab (IATSL)
University of Toronto

160 - 500 University Avenue, Room 438, Toronto, ON, M5G 1V7
Phone: 647.708.9759 E-mail: tuckvoon.how@mail.utoronto.ca

January 12, 2015

Reference for Mr. Josh Kang

To Whom It May Concern:

Mr. Kang volunteered with the IATSL research group at the University of Toronto from August 2014 to December 2014. During this time he provided UX consulting services to aid the design of new mobile technologies that support rehabilitation after brain injury.

Throughout the project Mr. Kang showed a high degree of professionalism and commitment to his work. He was able to deliver upon project milestones in a timely manner. As well, he demonstrated strong creativity and research skills to produce quality UX scenarios that met patient needs. Most notably though, Mr. Kang was adaptable and engaged in listening to our feedback at each stage of his UX design process. He was keen to iterate on his work to produce quality outcomes that were in line with our goals.

It was a pleasure to work with Mr. Kang and we would do so again if the opportunity presents itself.

If you have additional questions, please do not hesitate to contact me.

Sincerely,

Tuck-Voon How
Ph.D. Candidate, University of Toronto

FROM:
Harsh Wanigaratne, Founder/CEO
Spedsta
7686 Acama Place, San Diego, CA
858-208-8125
www.SPEDSTA.com

RE: Reference Letter for Josh Kang

To whom it may concern,

As you consider hiring Josh Kang as a potential employee, partner or contractor please find below some of my comments about his working style and performance that will differentiate him amongst most designers and engineers you might be considering. I would highly recommend him if you are looking for some or all of these traits:

1. Wide thinker: Josh as shown consistent ability to take a new problem or situation and to be able to break it down into small chunks to solve. He generates many options and works with the team to consider the pros and cons of each before settling on a direction.
2. Consistent communication: as we all live in a geographic and remote world, Josh showed above average ability to make sure that he was constantly communicating his needs as well as being informed of changes in direction about the project. This was the best I have seen anyone do and allowed us to remain in sync with project changes
3. Challenges himself to learn and grow: when we first started our App project Josh was brought in because of his UI/UX expertise and to help make our product work for elderly people. This is probably the most challenging demographic to design for as most seniors have not grown up with technology. In building the prototype designs, Josh went an extra step further in developing not only screenshots but actually coding of the interface which allowed us to accelerate testing with our elderly demographic.

The results of our UI/UX improvement project on our App has recently come to some tangible results in two distinct ways:

1. The Spedsta App was recently recognized as one of the "Best 5 Apps of December 2015" by Discovery channel
2. In our peer group of similar Apps and software for Senior Transportation, many customers have commented on our UI design being the best.

Would be happy to take a call if you require any other details of our work together.

Sincerely,



Harsh Wanigaratne
Founder/CEO, Spedsta



ALLEN MACINNIS
Artistic Director

NANCY J. WEBSTER
Executive Director

June 24, 2015

To Whom It May Concern:

Josh volunteered at Young People's Theatre (YPT) as a UX/UI designer. He was in charge of designing and developing a microsite for our yearly fundraising event The Golf Classic.

Josh's experience was demonstrated in his professionalism, he was a team player, punctual and very organized. The project was delivered on time exceeding our expectations. Josh researched user experience for the microsite, then he developed wire frames for the project, designed the basic layout and developed the microsite using best practice standards for web.

I recommend Josh as a real asset and a strong UX/UI designer.

If you have questions or require additional information, please do not hesitate to contact me at 416.363.5131 x229 or jborkowski@youngpeoplestheatre.ca.

Sincerely,

Jan Borkowski
Graphic Designer/Web Master



June 5, 2015

To Whom It May Concern

Re: Reference for Josh Kang - UX/UI Designer

I am pleased to provide the following reference for Josh and his work with our company. Josh was hired for a 3-week contract to lead a UX review of one of our digital programs. He was an independent, self-starter who proactively sought input, clarification, and set expectations to ensure project success. This included creation of a project plan, regular status updates, and weekly report generation.

Josh's knowledge, skill, and experience certainly provided us with valuable insights and improvements to our program. His work plan included: analyzing the existing application; establishing benchmark references; discovering user's needs and behaviors; defining UX/UI direction; and suggesting basic layouts. And his deliverables included: recommended UX and workflow improvements; benchmarking; UX/UI direction; improved navigation flow; and basic layouts

In light of the contributions and value that Josh provided on the initial project, we extended his contract for an additional 3 weeks and expanded his mandate to include two additional programs.

Josh consistently approached his work in a professional manner and was a pleasure to have on our team.

Sincerely,



Jay Flye
COO, Lyceum Health



ALLEN MACINNIS
Artistic Director

NANCY J. WEBSTER
Executive Director

June 24, 2015

To Whom It May Concern:

Mr. Kang provided Young People's Theatre (YPT) with web design services on a volunteer basis from April through June, 2015. His expertise was invaluable in creating a microsite for YPT's annual fundraising event, The Golf Classic.

Mr. Kang demonstrated highly professional behavior throughout his time with YPT, providing excellent organizational, UX/UI design and web design/development skills. A team player, Mr. Kang was open to feedback at all times and provided updates in a timely and efficient manner. He delivered the project on time and met all of our expectations.

We thoroughly enjoyed working with Mr. Kang and would be very happy to do so again, should the opportunity arise.

If you have questions or require additional information, please do not hesitate to contact me at 416.363.5131 x243 or mhamilton@youngpeoplestheatre.ca.

Sincerely,

A handwritten signature in blue ink, appearing to read 'M. Hamilton'.

Marilyn Hamilton
Director of Marketing





Zaloplex Incorporated
120 Adelaide Street West
Suite 1501, PO Box 4
Toronto, Ontario
M5H 1T1

December 17, 2014

To Whom It May Concern:

Josh Kang has worked with us for the past 4 months on a consulting basis in the capacity of UX/UI designer.

Josh was primarily responsible for User Experience analysis and improvements to a specialized software product that we are developing for persons with cognitive impairments and their caregivers.

Josh exhibited proficiency at User Interface Design, Wireframing, and Prototyping across multiple platforms. He was able to work closely in an agile environment with the entire project team including Business Analysts, the Development team and the Product Owner.

Josh showed creativity and flexibility in adapting to the day to day needs of our environment.

Josh also exhibited proficiency with a number of tools including Adobe Photoshop, Flinto and Axure. Josh was able to use HTML5 to create a high fidelity responsive mobile web prototypes using jQuery mobile.

Josh is able to work independently and has effective time management skills.

If you have any questions, please feel free to contact me.

Sincerely,

A handwritten signature in black ink that reads "Michael King".

Michael King

Chief Product Officer, Zaloplex

Reference

Doyun Park Ph.D

LG Electronics

Conversance UX Team member

82 10 5290 0112

doyun.park@lge.com

May. 25. 2014

To Whom It May Concern:

Josh was my ex-project leader of LG web OS.

I'd like to say why Josh is the best UX project leader.

Most of all, he has a variety of hands on UX experience that range from web to IT products, including Mobile, TV and Home appliances in a fast-paced N screen and M2M environment. Therefore he was able to suggest to make new OS for LG initiatively.

Secondly, his strong and professional standard UX skills were very useful to make stable UX outputs within given time.

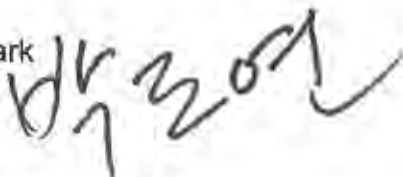
Thirdly, he could work closely with a cross-functional team in a highly collaborative environment.

Lastly, he always motivated to members moreover suggested a short and long term goal.

I am confident Josh is one of best UX project leader I have ever met.

Sincerely,

Doyun Park



Recommendation

Sung Jae Chung Ph.D.

LG Electronics

Head of UX Governance Team

+82 10 3790 7199

sungjae.chung@lge.com

2014.April.25

To Whom It May Concern:

This is to recommend Mr. Young sub Kang as a candidate for a position with your company. I am UX Team leader of UX Lab in LG electronics.

In his position as Project Leader, Mr. Kang was employed in LG electronics from 2008 to 2014.

He has three working strengths that are very helpful to operate your UX projects.

First, he is good at UX process. He acquired it because he operated a wide variety of UX projects not only Smartphone, Smart TV, Smart home appliance but also Web contents and services. I should guarantee he can operate any UX projects.

Second, he know well IT devices feature. Because he worked at smart phone and TV UX team during 7 years from Pantech to LGE.

Last, he have a good leadership as a Project Leader of LG Web OS UX that was his last project in LGE in my team with 12 experts. He had good relationship with other members. Everybody had loved and will miss him.

I have no doubt he is one of the best UX expert.

Though I wanted him to stay at LG some more years, he wished to work in Canada to advance his UX professionalism.

I firmly believe that if you allow him to give a chance of UX position, he will contribute to the advancement of UX research of your company. Please don't hesitate to ask whenever you want to know more about him.

Sincerely,

Sung Jae Chung

