Everett Young
May 29, 2025

To Whom It May Concern,

I'm pleased to write this letter of recommendation for Othneil Drew ("Drew"), who served as our Lead Front-End Software Engineer at Secberus, a SaaS company I co-founded and where I serve as COO. Drew was with our team for over three and a half years, during which time he consistently proved himself to be an exceptional engineer and a true asset to the company.

Although Drew did not report to me directly, I had the opportunity to work with him regularly in my capacity overseeing customer feedback, user experience, feature requests, and bug resolution. Whether we were collaborating on improving user flows or responding to high-priority customer issues, Drew was always a reliable, thoughtful, and solutions-oriented partner. His ability to understand the broader business context behind the work—and act on it—was a rare and valuable trait.

Beyond his core responsibilities, Drew played an active and meaningful role in our hiring efforts. He collaborated closely with our internal recruiter, engineering leadership, and me to identify, interview, and evaluate candidates. His input was always thoughtful and aligned with our values, and he had a strong sense for both technical aptitude and team fit. After we made hiring decisions, Drew helped onboard new engineers—not just by helping them ramp up on the codebase, internal processes, and security, but also by welcoming them into our culture and setting them up for success from day one.

Drew consistently demonstrated initiative, never shying away from a tough challenge and frequently identifying improvements before anyone asked. He is the kind of teammate who elevates those around him—not only through the quality of his technical work but also through his collaborative spirit and positive impact on company culture.

Our CTO was consistently impressed by Drew's technical knowledge, creativity, and problem-solving skills, and I fully agree. Drew has the makings of a great team leader and would be a tremendous asset to any organization. I would hire him again without hesitation.

Please feel free to contact me if you'd like to discuss Drew's contributions or character in more detail.

Sincerely,

Everett Young
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