



TikTok Pte. Ltd.
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SINGAPORE (048583)

10 July, 2024

To Whom It May Concern,

I am writing to wholeheartedly recommend Evon Dong Bing Bing for the position of Senior Software Engineer in your organization. Having worked with Evon in my team as a Senior Software Engineer in the Global E-commerce Service Architecture Department for the past 2 years, I have been consistently amazed and impressed at her exceptional problem-solving skills and technical expertise.

Evon played a vital role in the successful launch of TikTok Shop which exceeded GMV targets to \$30 billion+/year in the first 2 years. Possessing a deep understanding of the service architecture and e-commerce system, Evon spearheaded the planning, design and implementation of Traffic Rate Limiter platform, which resulted in a large improvement in resource utilization, performance and user experience. Her ability to design and implement high-quality, robust and scalable solutions has set a new benchmark in the team.

In addition to this, Evon led several key projects and delivered remarkable results. In 2022 and 2023, she was awarded Spot Bonus Awards in recognition of her outstanding contributions. In many instances, I entrusted Evon with projects that I felt only she could succeed, and she has never let me down. Any software project she was a part of, the management knew from the very beginning that it would be in good hands.

Aside from her technical expertise, Evon has shown herself to be a very intelligent problem solver. With her unparalleled knowledge, experience and her innovative approach, she has demonstrated profound competency in debugging all types of production problems, pinpointing root causes and devising optimization strategies. During the time we worked together, I have seen how skillfully she overcomes complex challenges by engaging in strategic and parallel thinking.

Moreover, Evon's willingness to share knowledge and foster a culture of learning within the team is truly commendable. Having the most extensive and diverse knowledge of software at our team, others even sought her out for advice. To share knowledge with team members, Evon actively conducts knowledge sharing sessions to build up the team's technical capability. This not only highlights her technical prowess but also her positive influence on those around her.

Beyond technical skills, one of Evon's most valuable assets is her ability to lead and collaborate within a team. As a leader, she has great foresight and ability in foreseeing hidden complexities and challenges ahead to plan early. Her knack for motivating the team, communicating effectively and navigating challenges ensured the success of her projects. Apart from excellent leadership skills, Evon is an exemplary mentor as evident from her natural aptitude in mentoring others and fostering a positive and productive working environment. Due to her collaborative spirit, technical capabilities, we often appoint her to travel to US and China to share her expertise and develop global solutions with multi-regional teams.

I strongly recommend Evon for the position of Senior Software Engineer in your organization. Our team's performance reached new heights due to Evon's technical expertise and her commitment to excellence. I am confident that Evon will bring the same high standards, dedication and expertise to your organization as she exhibited with us.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill Wang".

Bill Wang
Staff Software Engineer
TikTok Pte. Ltd.