



Friday, June 11, 2010

To Whom It May Concern:

My name is Michael Ellis and I work at Insomniac Games as a Lead Designer. From January 2009 to June 2010, I have had the pleasure of working with Thomas Hoeg as a member of the design team. Working as a Scripter, Thomas reported to me for the duration of his time on the *Ratchet and Clank: A Crack in Time* (R&C:ACiT) game and a currently unannounced project, until his departure in June 2010.

Back in December 2008, I first interviewed and subsequently hired Thomas for a position in Insomniac's design department. He stood out from his peers due to his passion for games, thirst for learning, and strong technical skills. Since then, I have witnessed Thomas grow and contribute far beyond his Scripter title, and have no doubts that he will continue to grow and fulfill his vast potential.

When working on the R&C:ACiT project Thomas' positive attitude, solid scripting abilities, and good grasp of design fundamentals meant that he and his design partner were able to rapidly iterate upon gameplay and significantly evolve the originally planned designs. This resulted in the 'Moloth Fields', 'Axiom City' and 'Space Station Nefarious' levels being some of the best in the game.

Thomas is hard working, enthusiastic, and selflessly works toward making the product all it can be. He is easy to work with, communicates well, and has contributed much toward the projects that he has been a part of. Thomas regularly engages his teammates in discussion on how to continuously improve whatever he is working on and takes direction well. Whenever I have given Thomas feedback on elements of the game that I am looking to modify or improve, he will always consider the feedback, ask questions, and return with work that is of the highest quality.

Because of these qualities I would gladly work with Thomas again in the future and would recommend him to any of my professional friends and colleagues.

I wish him the best of luck for whatever he chooses to do in the future.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "M. Ellis".

Michael D. Ellis
Lead Designer, Insomniac Games