

January 31, 2026

To Whom It May Concern,

It is a rare privilege to write a letter of recommendation for someone of Saravana Bhava's caliber. I speak from the unique perspective of a business owner who has spent 30 years in this industry and has managed hundreds of freelance developers. Among them all, Saravana stands alone as the finest technical talent and professional I have ever had the pleasure of employing.

Saravana served as my Lead PHP/LAMP Stack Developer from 2009 to 2025. In those 16 years of full-time, uninterrupted employment, his contributions were nothing short of exemplary.

Across more than 1,000 projects for over 300 diverse clients, Saravana was the backbone of our operations. While I pride myself on my own problem-solving abilities honed over three decades, Saravana's analytical skills frequently exceeded my own. He became the "final word" for our most complex architectural and coding challenges. If a problem seemed unsolvable, it went to Saravana—and he always delivered.

In an industry where timelines can be fluid, Saravana's discipline was staggering. In 20 years of professional interaction, he was never late for work and I can count the number of times he took off from work, with proper notice, on one hand. His consistency provided a foundation of trust that allowed my business to scale and thrive.

Beyond his technical prowess, his character is exemplary. Even during high-pressure deadlines—and even in moments where I, as an owner, could have been more patient—Saravana remained unfailingly polite, calm, and professional.

The only reason Saravana is seeking a new role today is due to an unfortunate period in 2025 where my own hospitalization forced a business hiatus. He rightfully moved on to secure his future, but I want to be clear: I would rehire him in a heartbeat. If the circumstances allowed.

I owe Saravana and his family a significant debt of gratitude for nearly two decades of unwavering dedication. Any organization that secures his services is not just hiring a lead developer; they are acquiring a cornerstone of excellence, integrity, and elite problem-solving capability.

He has my highest possible recommendation. Please feel free to contact me directly should you require further insight into his exceptional work history.

Sincerely,

Henry C. Weismann IV  
CEO Weismann Web LLC  
[bit.ly/hcw](https://bit.ly/hcw)