

Chris Otto:

Versatility. I was Clay's supervisor at an avionics work center in the US Navy, and if I could say one thing about his effectiveness, it is that he is very versatile. He is capable of shifting gears immediately from simple to complex jobs. He is a very balanced individual. He knows the technical side as well as the administrative side. He's not one-dimensional, he has the ability to do both, which makes him valuable in any organization. Clay works hard, is trustworthy, well liked, and professional. Moreover, he knows when to be 100% professional, and he knows when to let go a little and have a bit of fun, inject some levity. In the military, everything is about team. There is no "me, me, me." It's always "we." Clay fits into that dynamic 100%. When you work with Clay, you get the job done and you receive satisfaction in knowing that it was done correctly. He's going to be a fantastic fit in whatever it is. He's going to make you money. He's going to get the job done to the satisfaction that prospective employers are looking for.

Derek Thayer:

When you work with Clay, you get a vanguard, someone willing to go to the front lines and learn something new. You get a boisterous personality that can really raise the moods of others. Clay and I were both quality assurance engineers for the U.S. Army Corps of Engineers. It can be hard to make an impact there, but during our time together, I found Clay to be charismatic, extroverted, helpful, and someone who has a great attitude. He's very approachable and fun to work with, while being highly competent from a technical standpoint. Clay has a reassuring confidence that is infectious. He knows what he's doing. He's quick to pick things up, highly capable, and responsible. He's a great person, and he's great with people. Clay is fearless when he's assigned new tasks, dealing with new challenges, or learning new things. That kind of fearlessness and confidence is rare. He's a go-getter. If, one day, Clay could suddenly teleport or breathe fire or fly, and you asked him how he did it or where he learned to do it, he'd just say, "you just do it."

Ben Bertola:

Clay is very humble in his approach to work. I worked with Clay at a company called Iovation. We do online fraud prevention service. We needed someone to handle a problem that required skills in a particular technology stack. It was a really messy situation. Although he was only an intern at the time, Clay had those skills and was eager and willing to jump in and handle the problem, even though it wasn't a sexy piece of technology. He wasn't elitist, but proactive and willing to do the work that needed to be done. He was engaged with the team, very collaborative, and not afraid to reach out and talk with anybody to get the information he needed to help. He has the confidence to build the bridges necessary to get a job done, without ego. He's a highly social person who is willing to be vulnerable. He brings his whole self to work. Clay is a happy, enjoyable, good coworker who is able to use the relationships he builds to focus them into results and get work done. He's not afraid to own a problem/challenge, to be self-directed and independent. He has great instincts. A lot of people, when given a problem

that's not their job, will focus their efforts on making sure everyone knows that's not their job/problem. Clay is the opposite of that. He is willing to do what's right for the business.

Kevin Markert:

Clay is very smart and resourceful. He can dig very deep into things and see them through to the end. Clay worked as a systems engineer for the Seattle Times, and I was his manager. During that time, he went the extra mile and brought information and knowledge to the table that other people did not. I had confidence that any task I assigned to him would get done and resolved. No babysitting involved. In troubleshooting scenarios—where others might have given up or walked away—he would pursue the problem till the end. If he wasn't versed on a topic, he could figure it out, or he would educate himself on the topic to get you the needed results. At the same time, he was not afraid to ask for guidance or questions or clarifications where they were needed or warranted. Clay is very easy going, charismatic, and personable. I would often get positive feedback from other managers about their interactions with Clay.

John Marshall:

When Clay is faced with a challenge, he doesn't complain or get discouraged. He is enthusiastic and has a great attitude. Attitude itself may not seem—strictly speaking—unique, but Clay's attitude is different enough from everyone else that it's worth remarking on. I was a manager of an application team, which is a team of engineers that took our industrial control products and adapted it to hydroelectric dams. Clay was an intern. What we do is unique and has an extensive learning curve. It's in a constant state of flux, and Clay was able to learn a system as it was changing. He has a willingness to try new things and an ability to be enthusiastic about difficult work. While he excels at working within his skillset, I could see him doing well in completely different things as well. And because he's easy to work with, energetic, and optimistic, he's well suited for team-based work.

Smart Ochoi:

Clay is an asset who stands out above his peers. I work for the U.S. Army Corps of Engineers and Clay came on as a student, then transitioned to our Engineer in Training program after he graduated. He has a strong drive to succeed in whatever he does. He's always looking ahead. That motivation to succeed allows him to be self-driven while being a team player. He goes above and beyond expectations, and in a timely manner. Clay always wants to make sure there's communication. He keeps everyone in the loop, but also listens to what others have to say. He is effective and impressive. Clay brings a charge to any environment and motivates everyone around him to be better, more focused, and goal oriented. He balances discipline, respect, and hard work with his jovial personality. As such, people on the team often looked up to Clay and reached out to him for help, even seasoned team members. He can blend into any environment, and isn't afraid to voice his opinion in a respectful, meaningful manner. With Clay, you get results.

You will never be disappointed with any task you give him. I would welcome him back in a heartbeat.

Jay Hatter:

Clay was the shining light that I could always count on. We were active duty Navy together, and I was his direct supervisor when he was an avionics technician. Clay's focus, determination, and commitment to correct discrepancies on our aircraft systems were instrumental in keeping our essential assets mission ready. He motivated and inspired others to make the best out of difficult situations. He got along well with everyone and had a great, cheerful attitude that brought people together—peers and superiors alike. Clay is one of the good ones. He can work with anyone or independently. He directly contributes to the readiness of whatever needs to be accomplished. Bright, level headed, and supportive of leadership, I could always count on Clay to bring quality results the first time around. His knowledge, skills, and abilities were well beyond that of his fellow technicians. Clay will be a welcome member to any business, company, or team he is associated with. He will get results and greatly contribute to the bottom line.