



To Whom It May Concern,

I am pleased to recommend Andrew Avina for your scholarship opportunity. I have supervised Andrew for the past year at the Kumon Center of Lodi, where he serves as a teaching assistant. During this time, he has proven to be a highly capable, dependable, and motivated individual, and a valuable asset to our team.

Andrew consistently demonstrates a strong work ethic and sense of responsibility, even while balancing rigorous AP coursework and extracurricular commitments. He regularly exceeds expectations by volunteering additional hours, assisting on his days off, and completing all tasks with exceptional attention to detail. He is reliable, proactive, and consistently ahead of schedule—particularly evident during major events such as our annual Kumon Award Ceremony, where his contributions required no follow-up or supervision.

Andrew's willingness to ask thoughtful questions reflects his commitment to learning and growth. He approaches new responsibilities with curiosity and professionalism, allowing him to improve rapidly and support the training of newer staff members. This mindset has positively impacted both his own performance and the overall efficiency of our center.

In addition to his technical skills, Andrew is respectful, team-oriented, and brings a positive presence to the workplace. He collaborates effectively with colleagues, supports students of all ages, and serves as a strong role model for our older students.

I give Andrew my strongest recommendation for this scholarship. He is someone I would rehire without hesitation, and I am confident he will bring the same dedication, integrity, and excellence to his future academic and professional pursuits. Please feel free to contact me if you require any additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Hsieh".

Cynthia Hsieh, Ed.D.

Center Director

Kumon Math and Reading Center of Lodi