

July 6, 2026

To Whom It May Concern,

I've had the privilege of working with Nick Davis for several years, and I can honestly say he's the best engineering leader I've worked with.

Nick has a rare ability to combine deep technical expertise with genuine care for his team. He trusted us to solve hard problems, encouraged us to keep learning, and always made sure we understood the business impact behind our technical decisions.

Under his leadership, we delivered major platform transformations, improved reliability, modernized our cloud infrastructure, and built a culture where people genuinely wanted to stay and grow. I learned more from Nick about leadership, platform engineering, and building high-performing teams than from anyone else in my career.

Any organization looking for a leader who develops people, drives technical excellence, and creates lasting impact would be fortunate to have Nick. I'd work with him again without hesitation.

Sincerely,

Sanyam Bansal

DevOps Engineer, Syndigo