

March 11, 2020

Employment Verification

To whom, it may concern,

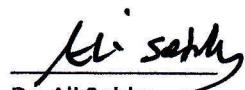
This letter has written to acknowledge the extraordinary contribution of Hadi Naghavipour, who has joined this company in 2013 and currently serving as Chief Academic Officer. Hadi has been one of the most popular postgraduate advisors and lecturers that I came across to know in my 20 years career in education development.

He has been in charge of postgraduate students our company recruits for top-notch Malaysian higher education. In addition, he has been selected as the best lecture for the following course that Newlineco conducted for Master and Ph.D. students in collaboration with UPM university QS=143.

1. Postgraduate Orientation
2. Research Methodology
3. Academic Writing
4. Matlab Scientific Simulation
5. Statistics with R

The annual performance evaluation for 2017 and 2018 has attached to this letter. Moreover, he maintains Academic CRM to monitor progress reports of over 400 postgraduate students. As a result of this contribution and his team member, our company was appointed as off-shore representative of UPM university.

I highly recommend him and wish him the best on his next course of the endeavor. Please do not hesitate to reach my by contacting me for further clarifications.



Dr. Ali Sobhy

Chief Executive Officer

ceo@newline.com



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Contact number: Tel: +603 2116 5624 Fax: +603 2116 3477

Website: www.newlinec.com

INSTRUCTOR'S NAME: Hadi Naghavipour	TERM AND YEAR: 2017-2018																																													
PROGRAM NAME: Postgraduate Preparation Courses(
COURSE NAME AND NUMBER: B108, B024, B035, B020																																														
EVALUATOR'S NAME: Salawati	DATE OF ASSESSMENT:2019																																													
LEVELS OF PERFORMANCE																																														
Provide an assessment for each of the appropriate performance factors using the following scale:																																														
1. Superior Performance (consistently exceeds expectations) 2. Solid Performance (consistently meets expectations) 3. Needs improvement (does not always meet expectations; further coaching/training/development required) 4. Unsatisfactory (consistently does not meet expectations)																																														
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COMMUNICATION AND INTERACTION	1	2	3	4	SPECIFIC COMMENTS
12. Exhibits a positive, enthusiastic attitude				✓	Mean of 102 Surveys
13. Expresses ideas clearly with understandable enunciation				✓	
14. Shares class/course objectives with students				✓	
15. Promotes student participation; encourages student inquiry/class discussion			✓		
16. Responds to student questions and incorporates feedback.			✓		
17. Accessible to students outside of the classroom				✓	
18. Demonstrates intercultural sensitivity and awareness.				✓	
19. Able to manage classes effectively and resolve minor conflicts fairly				✓	
ASSESSMENT AND FEEDBACK					
20. Uses fair, appropriate and eclectic assessment methods				✓	Mean of 102 Surveys
21. Sufficient number of activities, tasks and assignments		✓			
22. Activities, tasks and assignments are purposeful			✓		
23. Provides effective, ongoing and timely feedback both formally and informally				✓	
GENERAL AND ADMINISTRATION					
24. Adheres to University policies, and Program procedures				✓	Mean of 102 Surveys
25. Prompt and accurate in completion and submission of required reports, forms and grades				✓	
26. Punctual and attends all classes				✓	

27. Demonstrates collegiality and interest in developing professionally					✓	
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OVERALL EVALUATION

Satisfactory Performance
 Unsatisfactory Performance

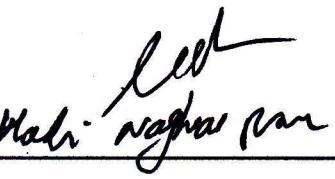
NOTE: If unsatisfactory performance is indicated, please provide specific recommendations in comments section below on how to strengthen/improve areas of weakness.

EVALUATOR's Comments:

-Mr Hadi Naghavipour has been the most popular lecturer with an average score 85/100.

Signature:		Salawati		Date: JAN 2019
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INSTRUCTOR's Comments:

Signature:		Date:	Feb - 2019
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If you have earned the Right of First Refusal (RoffR), please complete the following:

Course Name	Course Number	Teaching Availability for