

March 11, 2020

Employment Verification

To whom, it may concern,

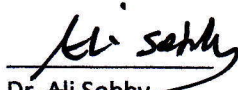
This letter has written to acknowledge the extraordinary contribution of Hadi Naghavipour, who has joined this company in 2013 and currently serving as Chief Academic Officer. Hadi has been one of the most popular postgraduate advisors and lecturers that I came across to know in my 20 years career in 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
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AGGREGATED INSTRUCTOR EVALUATION RESULTS For Master & Phd UPM

INSTRUCTOR'S NAME: Hadi Naghavipour		TERM AND YEAR: 2017-2018			
PROGRAM NAME: Postgraduate Prepration 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: <ol style="list-style-type: none"> Superior Performance (consistently exceeds expectations) Solid Performance (consistently meets expectations) Needs improvement (does not always meet expectations; further coaching/training/development required) Unsatisfactory (consistently does not meet expectations) 					
ORGANIZATION AND PREPARATION	1	2	3	4	SPECIFIC COMMENTS
1. Demonstrates sufficient knowledge of subject matter				✓	Mean of 102 Surveys
2. Well prepared and presents material in a well-organized manner				✓	--
3. Plans effective lessons based on student needs and course curriculum				✓	--
4. Uses classroom time appropriately			✓		
5. Is familiar with topic and able to use its features effectively				✓	
TEACHING SKILLS, METHODS AND MATERIALS	1	2	3	4	SPECIFIC COMMENTS
6. Lecture/presentation demonstrates professional competence				✓	Mean of 102 Surveys
7. Demonstrates appropriate and effective teaching methods			✓		
8. Creates a safe environment for learning				✓	
9. Uses appropriate teaching materials to supplement learning			✓		
10. Provides sufficient opportunity for students to practice new skills				✓	
11. Adjusts teaching style to meet students' needs				✓	

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	1	2	3	4	SPECIFIC COMMENTS
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	1	2	3	4	SPECIFIC COMMENTS
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:

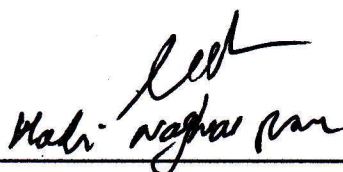
-Mr Hadi Naghavipour has been the most popular lecturer with an average score 85/100.

Signature:  Salawati

Date: JAN 2019

INSTRUCTOR's Comments:

Signature:



Date:

Feb - 2019

If you have earned the Right of First Refusal (RofFR), please complete the following:

Course Name	Course Number	Teaching Availability for