To Whom It May Concern,

As the Commander of the International Cooperation Desk of the Operations Directorate in the Israel Defense Force, I have had the privilege of working closely with Res. Staff Sgt. Avi Herskowitz over the course of two years, on a daily basis. As I will explain further below, I highly recommend Avi for the position of AI/ML Annotation Analyst - Hebrew Language position at Apple Inc.

Avi worked as a Non-Commissioned Officer (NCO) in the International Cooperation Branch. The International Cooperation Branch handles all of the international cooperation for the Operations Directorate of the Israel Defense Force. In his role, Avi was responsible for the ongoing coordination and cooperation with over 30 militaries worldwide. He was responsible for international exercises, delegations of senior officials and the handling of requests for information from many of Israel’s counterparts. I had the opportunity to observe Avi’s professional growth, he learned quickly and was able to play a key role in the success of our work during his service. He also fulfilled his duties in a respectful manner and has an easygoing nature. This allowed him to work easily with militaries from across the world, and domestically as well with different departments within the Israel Defense Force.

I have been in the Israel Defense Force for over a decade and have had the opportunity to recruit and work with dozens of talented soldiers, from a broad cross-section of the country. Due to the importance of our work, it is a competitive recruitment process, and we often received high-level applicants who have advanced academic degrees. Nevertheless, even in comparison to these soldiers, Avi’s skills and abilities are exceptional. Avi has very broad general knowledge, intellectual curiosity, is highly motivated and has an outstanding work ethic.

Moreover, Avi was a unique asset to our branch during his service as he was completely fluent and has full command of both Hebrew and English. Throughout his service Avi demonstrated his ability to handle challenging assignments completely independently, and with ease. Due to his ability, Avi was given assignments which were generally relayed to Commanders in our department. For example, Avi was responsible for drafting International Military Memorandum of Understandings, Operation Orders for Joint Exercises and prepared Power Point Presentations for the highest chain of command in the Israel Defense Force. His daily assignments involved drafting in both Hebrew and English as well as translating documents between these languages (in these translations language and cultural nuances were of critical importance). Avi was able to do these tasks quickly and effectively. His work product in both languages was of the level of college graduates, in part due to his knowledge of both languages, and his attention to detail.

The highlight of Avi’s service was his coordination of one of the largest International Summit’s our branch has seen to date. Avi served as the Program Manager for an International Summit we held in November 2019. He coordinated this event from A to Z, with foreign military representatives attending from over 20 countries. It was a multi-faceted task which involved handling and translating multiple presentations from foreign countries as well as interacting with many delegates. This event was so successful that Avi was awarded a letter of appreciation from the Commander and Chief of the Israel Defense Force, Res. Lieutenant General Gadi Eisenkot.

In conclusion, Avi was loved by all those who worked with him, from the highest chain of command down to the rank soldiers that served alongside him. He was a significant asset to our branch and to the Israel Defense Force, and I believe that he would be a significant asset to Apple Inc.

Please feel free to call me if you have any questions, I would be happy to elaborate further over the phone.

Sincerely,