

# Mollie Spray

UX Designer & Accessibility Specialist

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I'm happy to share my strong recommendation for Mollie Spray as a Design UX/UI professional.

In my role leading SightPlan (now part of SmartRent), I worked closely with our Product Team and have been a mentor to many of our design, usability, product management and development focused interns. Mollie's work product and passion for her projects have helped her stand out amongst her peers.

Mollie excelled in her position as a Design UX/UI and Accessibility Intern and was a key contributor to our Product and Design teams. She has excellent communication skills, is highly organized, self-motivated, and excels under deadlines.

In her time at SightPlan, Mollie quickly earned the trust of her mentors and teammates. As a result, Mollie was given additional responsibilities that included working directly with our Development team across Mobile, Tablet, and Web to ensure specification adherence, user interface guideline adoption, and accessibility pattern compliance. She also helped coordinate with customer support to ensure a positive customer onboarding experience, and presented research, design, and accessibility best practices to company leadership for inclusion in team standards. She consistently delivered high-quality work and excelled in all assignments.

Mollie's passion for the inclusion of accessibility in design practices was critical in establishing a program that promotes best practices throughout product design and development and was essential to elevating the WCAG rating of our products.

Mollie would quickly become a core contributor for any team. She's smart, reliable, no-nonsense and really cares about the work. I can enthusiastically endorse her for any Design UI/UX role and know that the same can be said of all of those that worked with her.

Sincerely,

A handwritten signature in black ink, appearing to read "Joseph Westlake".

Joseph Westlake  
Founder & President, SightPlan

To whom it may concern,

I had the pleasure of hiring Mollie as a Product Design intern at SightPlan, and it was immediately clear that she brought a rare combination of focus, work ethic, and care for quality. As she grew into a full-time Product Designer, she consistently demonstrated strong critical thinking, a maturing UX craft, and an exceptional dedication to accessibility. She quickly became a core member of our team—and someone we all relied on.

Mollie approaches every project with critical thinking and intention. While many designers are comfortable jumping in once requirements are defined, Mollie thrives in the early, ambiguous stages. She asks the right questions, challenges assumptions, and thinks deeply about the “why” before jumping into the “how.” Her ability to collaborate closely with Product managers and proactively shape the problem space is a strength I came to count on.

One of Mollie’s standout qualities is her passion for accessibility. She doesn’t treat it as a checklist—it’s part of how she sees good design. She taught herself how to conduct comprehensive VPAT assessments, led three major audits across our platforms, and even started a monthly accessibility Lunch and Learn to help educate the broader team, including engineers, on inclusive practices.

Mollie is the kind of designer you want on your team: thoughtful, driven, collaborative, and just a joy to work with. I recommend her without hesitation.

With respect,

A handwritten signature in black ink, appearing to read 'B. Everingham', written over a horizontal line.

Blake Everingham  
Director of Product Design & UX  
RE-OPS

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To Whom It May Concern,

It is my absolute pleasure to recommend Mollie Spray. I had the opportunity to hire Mollie as a design intern at SightPlan in 2022, and later managed her directly. From the very beginning, she demonstrated a rare blend of honesty, thoughtfulness, and drive that made her an indispensable part of our team. When SightPlan was acquired by SmartRent, we were fortunate to retain her talents and continue working with her as she transitioned from intern to full-time UX Designer after graduating from the University of Central Florida.

Mollie's passion for accessibility in user experience has been a cornerstone of her impact. One of her first major contributions was a comprehensive audit of our UI for accessibility issues. She not only identified areas for improvement but also prioritized them thoughtfully and designed elegant solutions. Mollie then presented accessibility tools and concepts to our entire product and engineering organization, helping open our eyes to the experiences of users who navigate the world differently. Thanks to her leadership, we established an internal accessibility education track that improved the quality of our products and elevated the standards of our engineering team.

In addition to her accessibility work, Mollie is an exceptional UX designer. She approaches every project with empathy and a deep curiosity about user behavior. Her designs are informed by direct client engagement, thoughtful research, and a commitment to improving usability. She conducted studies of our existing UI and spearheaded initiatives to enhance it; always advocating for a better, more inclusive user experience.

Beyond her professional skills, Mollie is simply a joy to work with. She has a kind heart, a calm presence, and an unwavering commitment to doing the right thing. I've watched her navigate complex challenges with grace and resilience, and I have no doubt she will be a valuable asset to any organization lucky enough to have her.

Please feel free to contact me if you would like to discuss her qualifications further. I cannot recommend her highly enough.

Warm regards,

Alex Mauro

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Senior Director of Product Management

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To Whom It May Concern,

It is with genuine enthusiasm that I recommend Mollie Spray.

My name is Justin Castaneda, and I am the Director of UX here at SmartRent. Over the past three years, I had the pleasure of working closely with Mollie on our Product Design team. I witnessed firsthand her impressive evolution from a highly capable intern to an exceptional Junior Product Designer with significant potential. Mollie's pursuit of accessibility was just one of the ways she excelled far beyond her job title and impressed the entire company. Even beyond accessibility, Mollie's growth as a designer, her willingness to take on any project, and her thorough precision on projects always stuck out to me.

Shortly after SmartRent's acquisition of SightPlan, Mollie's fascination with accessibility caught the eye of our Product Team, who asked her to do a full review of our products for accessibility defects. In this crucial initiative, Mollie collaborated effectively with engineers and product managers, demonstrating her strong communication and teamwork abilities. As a direct result of her efforts, SmartRent successfully upgraded our Resident app, leading to a more inclusive experience for our users. This project underscored her ability to not only identify critical issues but also to drive meaningful change.

Beyond her impactful work in accessibility, Mollie consistently delivered valuable contributions to our Work platform. A notable example is her leadership in the design and implementation of the Task Calendar view. This feature provided our users with an intuitive and familiar way to manage their workload, seamlessly blending aesthetic usability with tangible real-world value. Mollie's meticulous design process and her ability to translate user needs into effective solutions were evident in the success of this project.

What truly sets Mollie apart is her remarkable ability to learn and grow with minimal direction. She is a highly motivated self-starter who consistently seeks opportunities to expand her design skillset and contribute meaningfully. Having managed numerous designers throughout my career, I can confidently say that Mollie stands out as one of the most proactive and resourceful individuals I have had the pleasure of working with. I

am certain that she will bring significant value and a strong user-centered approach to any organization she joins.

Based on her proven ability to tackle design challenges, her commitment to user-centered principles, and her exceptional drive, I am confident that Mollie would be an excellent asset to any organization.

Feel free to contact me at (928) 533-6845 or [justin@smartrent.com](mailto:justin@smartrent.com) if you have any questions or would like me to further elaborate on Mollie Spray's talents and achievements.

Sincerely,

Justin Castaneda  
Director of UX

## Letter of Recommendation for Mollie Spray

To Whom It May Concern,

It is with immense pleasure and without reservation that I recommend Mollie Spray for a product design role. I have had the privilege of working alongside Mollie as a fellow product designer at SmartRent for 3 years, and during this time, I have been consistently impressed by her skills, dedication, and collaborative spirit.

Mollie is remarkably committed to inclusive design, consistently championing accessibility in all aspects of her work. Her efforts in this area have not only elevated the quality of our products but have also demonstrated a deep understanding of user needs across a diverse spectrum. She proactively seeks out opportunities to improve accessibility and ensures that it is thoughtfully integrated into the design process from its inception.

Beyond her passion for accessibility, Mollie is exceptionally organized. Her meticulous approach ensures that tasks are handled efficiently, deadlines are met consistently, and all stakeholders are well-informed. This strong organizational foundation allows her to tackle complex projects and features head-on with clarity and precision.

Mollie demonstrates a proactive and decisive approach to her work. She is adept at taking initiative and driving projects forward, whether working independently or as part of a larger team. Her ability to self-manage is commendable, and she consistently delivers high-quality results.

In summary, Mollie Spray is a highly talented and dedicated product designer with a strong focus on accessibility, exceptional organizational skills, and a proven ability to excel both independently and collaboratively. I am confident that she would be a significant asset to any team.

Please do not hesitate to contact me if you require any further information.

Sincerely,

Maritza Dominguez  
Product Designer  
SmartRent  
maritzad.dm@gmail.com

George Schafer  
Quality Assurance Analyst II  
SmartRent  
6811 E Mayo Blvd Fourth Floor  
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04/30/2025

Thank you for considering Mollie for your organization. Hire her immediately.

You have an opportunity to add a singularly talented designer in Mollie Spray to your team. I worked closely with Mollie for about a year as part of the design team responsible for our initiative to add accessibility features to our applications at SmartRent. I am absolutely confident in my recommendation of Mollie as an asset to your organization.

I am in a rare position to attest to Mollie's quality work because I rose in the company from our support team. Unlike most of our team members as developers and designers, I worked directly with our end users and bring this knowledge to my work in Quality Assurance for our end-user mobile applications. Her work designing and helping us refactor design elements was invaluable in quickly making our applications accessible for users companies normally ignore. The most striking quality of her work, though, is her awareness that good accessibility is good design. It is not either/or. When refining a design, accessibility emerges from the work. This fundamental understanding is the difference between somebody who will "tick the boxes" and somebody who has a keen eye for design.

One day, I noticed our mobile apps would not navigate with a keyboard correctly. To most people, this was a needless refinement. Mollie, though, has an excellent working knowledge of what end users need to use the application in ways we have not considered. She let us know that this was a "critical issue" blocking "certain groups of users who rely on keyboards from accessing the app's functionality". She quickly provided a concise description of the issue. As a bonus, she expanded upon why this functionality was important in a monthly meeting where she kept team members informed on the state of accessibility needs and our implementation of those features. She explained why people with motor impairments and visual disabilities use keyboards on their mobile phones. Being able to articulate who we were helping made it easier to ensure we would fix the issue.

More than her expertise in accessible design, she is also uncommonly pleasant to work with. She has a way of being simultaneously critical and encouraging in a way that is rare in a colleague. Often, it is difficult to convey why something is a problem in a way that doesn't seem like a critical fault of the author of our code. Mollie, somehow, seems to do this seamlessly. I wish I had her acumen for providing actionable, constructive feedback. This was very impressive to me, especially given the amount of work we had to do in order to bring our applications up to WCAG standards and implement screen-reading functionality.



Mollie is a rare talent you do not want to miss your chance of adding to your team. Her commitment to collaboration and positive influence is invaluable. I recommend her without reservation. It isn't often that a person with a synthesis of technical excellence and empathy emerges quite the way she did. She is exceptional in the truest sense of the word.

Please contact me should you require any additional information regarding Mollie's qualifications.

Sincerely,  
George SchaferQuality Assurance Analyst II