

**DAN STEELMAN**  
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design

## **RECOMMENDATIONS:**

As an Experience Owner in the Bank, I had the pleasure of working with Dan Steelman on a recent new capability for the Bank. Dan led the team that provided UI assistance. In his role, he took many leadership opportunities to get the UI in a format that was approved by the business but also made sure to get the creative in front of our members to be sure it was a good fit to the member as well. He also was diligent to get the appropriate internal approvals in manner that wasn't disruptive to meeting timeline goals. Given the opportunity to work with Dan in the future I would welcome the opportunity.

**-Jo Montiel**  
**Experience Owner Lead**


It is with great pleasure that I provide a letter of recommendation for Dan Steelman. I had the opportunity to work with Dan on several efforts when I was in my DPO role within Digital Product Management. I relied heavily on Dan's experience and expertise for UI designs for optimizing both new and existing account applications. He provided his creative recommendations and was always receptive and adaptive to feedback. In my experience, Dan was always very dedicated, detail-oriented and creative. His engagement and ability to always meet tight deadlines was always appreciated.

Without any hesitation, I would recommend Dan Steelman for any position he may seek; he will be a tremendous asset to any team. If you have any question please feel free to contact me.

**-Yvette Bonnett Cantu**  
**Senior Digital Product Manager**  
**210-452-6940**

I have worked with Dan on various projects in the past. His innovative thought process, hard work, and dedication on projects has been noticed! Dan always goes the extra mile, if it is a matter of providing an extra level of detail within his designs, proposing layout suggestions, or handling the layout(s) for many different scenarios that may occur within an application flow. Great team member and team player!

**-Brian Tschirhart**  
**Software Dev Engineer I**



I have had the pleasure of working with Dan Steelman for over a year in Primary Bank. Dan has always delivered his work, and the work of his team, in a calm, professional manner. He is collaborative, inquisitive, diligent and cheerful. I have no qualms recommending him and feel that he would be a great fit for any position that matches his skillset.

**-Edward Rowand**

**Technical Project Manager I**

Dan always comes well prepared and brings a creative mindset to each and every meeting. He is always willing to go the extra mile and never fails to impress with his work. I'd highly recommend him.

**-Matt Nolte**

**Product Management Director**

For the two increments, I have worked with Dan, his attention to detail and willingness to progress the mission has been invaluable which has led to the team to resolve issues in a timely manner. I would recommend that any DPO would have a positive outcome with Dan as your producer. 'Above and beyond' Dan worked tirelessly to provide the team with crucial documentation prior to our BRP that enabled quick uptake of the work that was scheduled to undergo development, specifically this around the CDD/AML work of becoming a compliant bank.

**-Brian Doyle**

**Development Product Owner**

I am highly recommending Dan Steelman because after working alongside him on banking and compliance projects, he has risen to the challenge. Unfortunately, in this line of work, our direction can change overnight. Case in point, when executives at a BRP requested a new design at a moment's notice, he went back to the office and within a few hours came back and delivered an exceptional design. He's goes above and beyond when given a task and for that I am grateful!


**-Melinda Teplitzky**

**Senior Program Manager**

I have had the pleasure of working with Dan on several member research projects, including Reward Credit Cards and Deposit@Mobile. I have observed Dan's professional skills as well as interpersonal style. He is consistently pleasant, organized, and thoughtful about the member experience and the application of member research to improve the experiences. I believe Dan is a great asset to USAA.

**-Keira Phifer**

**Insights Research Analyst Senior**



Dan is an extremely engaged and committed UI producer. I had the privilege of working with Dan on the undeniable value journey delivering solutions for the credit card and deposits combo app. Dan was a great partner to the development team and delivered outstanding work. He was a pleasure to work with and I highly recommend him.

**-Joseph Cabibbo**  
**Software Developer & Integrator I**

I have worked with Dan for almost two years. He is definitely a “go-to” for UI development. He is very engaging, collaborative, innovative, diligent and prompt. Most of all, he gets things done! I would recommend him for a designer, producer or Director role—he is definitely a force multiplier.”

**-Scott Dunlap**  
**Lead Development Product Owner**

Dan is a great partner to collaborate with. He understands how things work at USAA, but is willing to ask questions and make suggestions to test and improve member experiences. He approaches problems and potential solutions with curiosity and encourages team members to include others for additional expertise.

**-Krista Cervantes**  
**Senior Digital Content Manager**

If you’ve made it this far, thank you!

**-Dan Steelman**  
**Rockstar Creative Producer/Director/Designer**