

Letter of Reference

Mr Fernando Jose Capeletto Neto born on 25 April 1979 was employed in our company from 1 November 2020 to 31 May 2022 as a Software Developer.

His area of responsibility included the following activities:

- Software Development of new modules and algorithms in Java and C++ for our backend product TEAMS, including:
 - Design and development of new modules
 - Changes and extension of existing modules
 - Bug-analysis and -fixing
 - Code reviewing and testing
 - Documentation of new code
- Development of unit-tests with Junit or Boost-Test and (script-based) integration tests in the TBA test-framework
- Presentation of new functionality to stakeholders
- Hotline service (24h standby) for existing customers
- Participation in scrum- and SAFe-events in order to improve the efficiency of the development process

Mr Capeletto Neto possesses excellent in-depth specialist knowledge even in peripheral fields, which he always applied to our business processes in a most effective and beneficial manner. Fernando showed a very high level of expertise in software development during his time at TBA. He was very pro-active and always strived to improve the quality of the code. He was able to help the team with development work after a relatively short training period and took on more complex development tasks at a very early stage.

In the scrum team, he was often able to contribute significantly to finding an efficient solution to a problem. He is valued by his colleagues as a helpful and competent team member with the attitude to be very dedicated to the tasks he was assigned to. Next to it he was very flexible on scope changes as well as on working conditions, like working in a different time-zone.

He continuously and very successfully expanded and updated his extensive specialist knowledge to the benefit of our company by regularly attending events to further his education.

Due to his very good perception, he was always able to understand complex situations immediately and to find very good solutions straight away. Mr Capeletto Neto always worked using his own initiative and completely identified with his responsibilities and our company at all times. He always displayed an impressive level of dedication and motivation. He always demonstrated resilience even in highly stressful situations.

He completed his tasks completely independently, extremely carefully and according to a well thought-out plan. He worked calmly, thoughtfully, in a target-oriented manner and extremely precisely at all times. He continuously impressed us both in terms of quality and quantity.

Mr Capeletto Neto was very reliable.

He was always able to find excellent solutions for any problems which arose. In addition to his main activities, Mr Capeletto Neto has taken care of evaluating and introducing a tool that can be used to generate UML diagrams from existing code so that code and documentation are always aligned.

The performance of Mr Capeletto Neto always earned our full recognition in every respect.

He was respected by everyone for his friendly and well-balanced demeanour. He was always helpful, courteous, and where necessary, he put the interests of others before his own. His personal conduct towards his line managers, colleagues and clients was always impeccable.

Mr Capeletto Neto is leaving our company at his request on 31 May 2022. We sincerely regret his departure, as we will be losing a very capable employee. We would like to thank him for his consistently excellent performance and wish him all the best and every success in his future professional career and private life.

Düsseldorf, 31 May 2022

TBA B.V.

i.v. A-L. Mandić

i. V. Anna-Lena Mandic
Manager, HR Service Center, Germany

i. A. Agnes Bernert

i. A. Agnes Bernert
HR Service Coordinator