



## RECOMMENDATION LETTER FOR EMPLOYMENT

July 7, 2023

To whomsoever it may concern,

I am writing this letter to provide my recommendation to Ms. Ananya Asthana for employment in your prestigious organization. I lead the Cloud Security practice at KPMG in India, where Ananya joined as an intern during her undergrad degree. I have known her for three years as her project manager and performance/ reporting manager. My first impression of her was that she was extremely enthusiastic about new technology and software, with a constant desire to learn and innovate, to augment her knowledge and skills. She could articulate her point of view to senior leaders, speaking in terms that may be more familiar to them than to her, and be impactful in her output.

During her internship while in her senior undergrad year, Ananya worked on developing a Third-Party Risk Management (TPRM) product that utilized web technologies such as PHP, MySQL, and HTML. This TPRM product is one of our mainstays driving revenue growth in a key area. This product platform is complex, with myriad regulations and assessments that our multiple clients use and access as a SaaS. The reports generated also support regulatory requirements; hence this complexity, added with features that must be shipped in a short time, is key to our success in the area. Ananya showed a remarkable ability to absorb and apply quickly. We noticed her showcasing excellent learning capability in a short duration while not letting go of the fundamentals, and in a couple of months was delivering features on her own with minimal oversight. This ability to be impactful in various facets helped her gain an offer of employment from our end.

As Covid-19 induced lockdowns were initiated, we noticed an increase in the number of cyber-attacks across the globe. Our clients wished for security assessments to be conducted on their Cloud infrastructure. Unable to keep up with the demand for such services and unable to do this physically by being at client locations, we decided to build a Cloud Security Posture Management (CSPM) platform as a SaaS product. She proactively raised her hand and showcased her work on the other earlier SaaS product. In a 3-member team, she led the development of the backend of the product working closely with the frontend developers showcasing clear thought of reasoning and associated action. Using technologies, some of which were new to her too, she shaped up quickly to help roll out the MVP in as little as two weeks. There was no looking back post that. Two years later, our CSPM solution is the solution KPMG India uses for all its Cloud Security Assessments. It is also used by our other sister teams, such as those conducting Incident Response and Audit and Assurance, for their reporting.

Ananya has been the glue holding the team together, working collaboratively while delivering other Cloud security engagements. Her dedication to the tasks is unparalleled, and it is no doubt she is the go-to person in the team for all things Cloud Security Posture-related. She even built custom artifacts used by KPMG globally during its engagements with specific clients. She did not fail to surprise and got herself cloud security certified, one of the toughest certifications out for Cloud nowadays. One of the other great things about Ananya is her attitude towards ownership, which has stood us in good stead. She has built excellent relationships with very senior clients despite being relatively younger. Her interactions have always been firm but courteous and backed with sound data which has always been appreciated. She takes challenges and not only does justice to them but helps her team members towards the shared goal and the journey. It was due to the culmination of all this work that Ananya was promoted within her first year, and once again the following year, which is truly an exceptional feat, given our associates take at least 3 years to reach this milestone.

In conclusion, I would certainly recommend Ananya to join your company. I am sure she will stand in good stead and add value to the firm and everything she delivers. I will be happy to be contacted in case you desire any further information or clarification regarding her work experience.

Yours sincerely,



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