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7 February 2018

To whom it may Concern

I, Jill Thewlis-Hunter, can confirm that Fabio Fehr worked at Eighty20 as an Intern Analyst for January - February 2018. This was Fabio's second internship at Eighty20 as he also joined us as an Intern Analyst for June - July 2017. We were very happy to welcome him back for a second time.

Fabio worked with another Intern to fix some of the trending issues in the General Household Survey data on the Eighty20 Data Portal. We were particularly impressed by how quickly he grasped the process and was able to execute the task with minimal support.

Fabio also took the initiative to speak to a previous Intern (currently hired on a fixed term contract between studies) about similar work he had done and, from there, he made detailed comments on a script that was written which will now help us with future work on trending. He then modified the script to enable trending on the other important data. We did give Fabio some tedious tasks to do also but these were met with great enthusiasm and good discussion on how to make things more efficient.

Fabio showed a remarkable work ethic; being driven and focused on his tasks. More than others, he was sensible and composed when handed a task he had no experience with. Learning to program and understand the problem from first principles. He learns the hard way, leveraging his focus and will ask for help when he cannot teach himself. I think he will fit very well into a high pressure environment where candidates are expected to learn and develop at a fast pace.

We miss having Fabio as part of our team and I can highly recommend him for any position for which he is suitably qualified.

Please do not hesitate to contact me should you have any questions.

Kind regards  
Jill Thewlis-Hunter  
HR & Operations Manager

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14 August 2017

**Letter of Reference: Fabio Fehr**

To whom it may concern,

I would like to offer the following as reference for Fabio Fehr. Fabio is currently a student at UCT pursuing a Bachelor of Business Science degree in Analytics. From 17 July to 11 August 2017, he worked as an intern at Eighty20 Consulting, part of which included a project under my supervision, looking at the challenges we set our applicants as part of our recruitment process.

As background, at Eighty20 we place extremely high value on the problem solving skills of our people. As part of our recruitment and interview process, we include a set of problem solving challenges for our applicants to solve. I had been particularly impressed by Fabio's own submission when he applied for the internship, not least because he was still an undergraduate student and the quality of his solutions was of generally higher standard than many of the submissions we regularly receive from post-graduate and experienced candidates applying for full-time analyst positions.

The work Fabio then did as part of this project was to adapt some of these problems in order to make the quality of the submissions easier to assess. I was extremely impressed with Fabio's ability to process the requirements of these challenges especially as some of them involved technical concepts and tools that we would not yet have encountered in his studies. He provided good and useful recommendations that we have now incorporated into our process. Fabio was also involved in a separate project while he was at Eighty20, looking at visualising the data related to the current water crisis in Cape Town and my impression is that he performed excellent work there as well.

Fabio has proved himself as a capable and personable individual who worked well in our team. I'm certain he would be an asset to any other team and has a bright future ahead of him upon completion of his studies.

Yours sincerely,

Marlan Perumal  
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Senior Consultant at Eighty20