

## **Work certificate**

Mr. Francesco Dondi, born on 29 October 1990, was employed from 15.09.2025 until 14.11.2025 as a Software Engineer (II) for our client.

His main occupations were:

- **System Quality and Maintainability:** consistently considered the overall code health, system maintainability, and scalability of solutions.
- **Testing and Validation:** Beyond standard unit testing, was responsible for conducting various levels of testing, including integration, performance, stress, security, load, and fuzz tests.
- **Operational Excellence:** responsibilities extended to the full development lifecycle, including contributing to qualification, production deployment/monitoring, process automation, and customer support.
- **Issue Resolution:** skillfully managed triage of product or system issues, debugging, tracking, and resolving them by analyzing the sources and their impact on hardware, network, and service operations.
- **Documentation:** contributed to existing documentation and educational content, adapting it based on product updates and user feedback.

We are glad to certify, also on behalf of our client, Google Switzerland AG in Zurich, that Mr. Dondi possesses good job-related Know-how that exceeds the scope of his area of activity, which has been valuable for our company.

His good ability to comprehend information, analyse unusual problems and independently develop solutions allowed him to effectively tackle challenging tasks which naturally occurred during his workday. Mr. Dondi always represented the interests of our organisation with enthusiasm and personal commitment, to our full satisfaction.

We got to know Mr. Dondi as a committed, responsible and motivated employee. He completed the work given to him independently and to the satisfaction of our client. Mr. Dondi was resilient even under high pressure. He also distinguished himself with his strong will to learn and his reliability. He represented the company in a correct manner.

Mr. Dondi interactions and relationships were consistently based on mutual trust and respect. His polite and helpful manner was much valued by his superiors and co-workers.

The employment relationship with Mr. Dondi expires on 14.11.2025.

We would have been delighted to continue our relationship with Mr. Dondi and have no hesitation in recommending him to any future employer who may wish to obtain his services. We thank Mr. Dondi very much for his efforts and wish him the very best of luck in his future endeavors.

Zurich, 17.11.2025



Randstad Digital Switzerland AG



Lausanne, 24<sup>th</sup> January 2025

### Recommendation Letter

I am delighted to write this letter of recommendation for Francesco Dondi, who has been a significant collaborator of our team since September 4, 2024, serving as AI Research Scientist within our organization.

During his tenure with us, Francesco has consistently demonstrated exceptional technical skills, unwavering dedication, and a high level of professionalism. His contributions have significantly advanced our efforts, and I am confident he will bring the same level of excellence to any role or organization he joins.

Francesco has proven to be an outstanding AI Research Scientist and Software Developer. He has showcased remarkable expertise in developing innovative algorithms related to both data generation and program synthesis, two key topics in the pursuit of General Artificial Intelligence. He also actively contributed to designing scalable solutions for an internal recruiting application. His technical insights and creativity have been instrumental in pushing the boundaries of our research and development.

Beyond his technical prowess, Francesco's interpersonal skills are equally impressive. He is a natural collaborator, adept at working within multidisciplinary teams to bridge the gap between research and practical applications. His ability to communicate complex concepts in a clear and accessible manner has been invaluable in engaging diverse stakeholders. Furthermore, Francesco is a lifelong learner, deeply committed to staying at the forefront of advancements in the field.



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Francesco's unique blend of technical expertise, creativity and collaboration makes him an extraordinary asset to any organization. I wholeheartedly recommend him for any opportunity he pursues.

Yours faithfully,

**Matteo Caorsi, PhD**

CTO@giotto.ai

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## Reference Letter

Francesco Dondi, born on 29.10.1990, was employed as a Backend Developer at DoubleCloud in the period from 01.03.2023 to 30.09.2023.

DoubleCloud is a startup in the data analytics space, helping data-driven organizations to solve complex data-related questions and therefore make more efficient business decisions. With DoubleCloud's platform, customers can build sub-second analytics on proven open-source technologies like ClickHouse, Kafka and more, with built-in visualization.

Francesco Dondi's responsibilities as a Backend Developer included primarily the following activities:

- Secured metrics server by adding Nginx
- Improved SaltStack configuration
- Solved bugs in Telegraf Go plugins
- Kept system running with OnCall duty

Francesco Dondi has an exceptionally good understanding of their work, a broad range of experience and excellent technical knowledge, which has been successfully applied at all times.

Francesco Dondi was able to explain complex issues concisely and in a generally understandable way, acted in an entrepreneurial manner and kept an overview and a cool head even under high time and success pressure.

It is particularly noteworthy that Francesco Dondi not only identified with the actual tasks in an exemplary manner, but also took on responsibility beyond this.

Due to the structured, careful and goal-oriented way of working, Francesco Dondi was always able to fulfill planned projects correctly and on time.

With the service orientation as well as with the help of the communicative abilities Francesco Dondi convinced our customers again and again of our products and services.

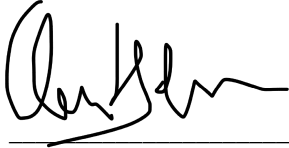
Overall, Francesco Dondi always fulfilled the assigned tasks to our complete satisfaction in every respect.

Francesco Dondi's personal conduct was impeccable at all times. Due to their expertise, collegiality and helpfulness, Francesco Dondi was recognized and liked by superiors and colleagues.

Francesco Dondi was also held in high esteem by our customers because of their competence and open-minded manner. Our company was always represented in an exemplary manner.

The employment relationship ends on 30.09.2023 for operational reasons. We regret this development very much, as with Francesco Dondi we lose a high-performing employee. We thank Francesco Dondi for their very excellent work and wish them continued success and all the best for the future.

Berlin, the 18.08.2023



Elvira Hajdarevic  
Human Resources

**Reference Letter**

20 September 2022

Benjamin Wagner  
Firebolt Analytics  
Neuturmstraße 5  
80331 Munich  
Germany

To Whom It May Concern,

Francesco Dondi, born on 29 October 1990 in Italy, was employed by Firebolt Analytics between 01 June 2021 and 08 September 2022. Francesco worked as a Senior Software Engineer in the SQL planner team of Firebolt.

Firebolt's planner team owns the SQL compilation pipeline for our cloud data warehouse. The team is responsible for our customer-facing SQL dialect, as well as the quality of our optimized query plans. In Firebolt's planner team, Francesco had a significant impact on improving the maturity of Firebolt's product.

- Francesco helped drive a large infrastructure project completely rebuilding Firebolt's SQL compiler. He took initiative to enable our system to be more compliant with the SQL language standards while paying close attention to the experience of our customers by minimizing customer-facing breaking changes.
- Francesco worked on developing new Firebolt features, as well as fixing bugs in the existing codebase. A SQL compiler is a large, complicated code base. Francesco did an exceptional job understanding the system and contributing to it, over time becoming an expert on database internals.
- Francesco took ownership of porting a large open-source SQL test suite to run on the Firebolt data warehouse. This entailed building tooling to automatically rewrite millions of SQL queries between different dialects. Francesco's work here allowed us to better understand the limitations of our system and improve our product maturity.

The quality of Francesco's work was consistently high. He sought out challenging engineering projects and helped drive them to success. In a fast-moving startup environment like the one of Firebolt, large projects come with a lot of uncertainty around requirements, timelines, and execution. Francesco learned how to operate well in this environment, always helping junior engineers on the team.

Francesco was a pleasure to work with for his superiors and colleagues at Firebolt. As an intelligent, friendly, and open colleague, he helped the team operate well in a remote setting.

We thank Francesco for his work at Firebolt, his contributions to our SQL compiler were significant. We wish him all the best, both personally and professionally in his next endeavor.

A handwritten signature in black ink, appearing to read 'Ben Wagner', with a horizontal line drawn underneath it.

Benjamin Wagner

## Reference Letter

16. February 2021

Matthias Pfister  
F Trust AG/Viga  
Beursplein 5  
Amsterdam  
1012JW  
The Netherlands

To Whom It May Concern:

Francesco Dondi worked in a dual role as Software Developer and Quantitative Analyst at F Trust/Viga from August 15th 2020 to February 28th, 2021.

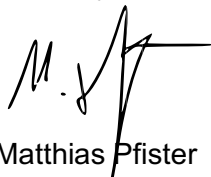
Francesco significantly contributed to the development, maintenance and optimization of models and tools required for algorithmic trading. For example, he designed and implemented the storage, processing of and access to new and migrated data in SQL databases which significantly improved operational efficiency. On the research side he was responsible for analyzing the exchange microstructure through cross-examining application logs together with private FIX and public multicast packet captures from network communication to and from the InterContinental Exchange (ICE)

Francesco performed all tasks competently, with enthusiasm and commitment. He is a fast learner who quickly understands even complex issues. In line with this he quickly got familiar with our tools, procedures, coding guidelines, codebase, and testing protocols and provided crucial contributions to our trading and research operation. As an employee, Francesco was always conscientious, professional, and forward-thinking.

Francesco is an intelligent, friendly and driven colleague, and he communicates clearly whether about successes or setbacks. Overall, I found him to be a pleasure to work with and I wouldn't hesitate to hire him again.

Should you have any further questions about Francesco feel free to contact me at on +41 76 580 6641.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Pfister', with a stylized flourish extending to the right.

Matthias Pfister  
Managing Director





**Google Switzerland GmbH**

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www.google.ch

Zurich, 31 May 2020

Reference letter - To Whom It May Concern

Francesco Dondi, born on 29 October 1990, from Italy, was employed by Google Switzerland GmbH from 02 October 2017 to 31 May 2020. He was working as a Software Engineer in the Knowledge Engine + Proactive Department.

Francesco's main tasks were:

- Reducing the latency of ingesting data into the Knowledge Graph for a particular integration path from batch-level latency to real-time latency.
- Improving the system tracking the latency of ingesting data into the Knowledge Graph and serving it in various Google products as follows.
  - Revamping the system to bring it back into a functional state.
  - Simplifying the integration required by internal users in order to track the latency of their data.
  - Documenting the system for internal users, providing a comprehensive user guide.
  - Extending this system to track additional data categories such as real-time data.
  - Implementing an internal-user-facing dashboard that provides latency statistics collected by this system.

Francesco possesses comprehensive specialist knowledge in his area of expertise. He also has a good grasp of appropriate general knowledge due to his vocational training and previous experience.

By virtue of his comprehension and interests, Francesco was able to integrate into his area of activity well. He also has an understanding of specialist issues and works carefully. He proved himself to be constructive and open-minded. The quality of his work generally lived up to our high expectations.

Francesco completed projects for which he was responsible with varying degrees of success. He needed some support when dealing with more complex projects. Nevertheless, he was able to achieve good results with clearly structured projects and finding appropriate solutions.



**Google Switzerland GmbH**

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Reference letter Francesco Dondi

The hectic pace in our company meant that Francesco occasionally had difficulties ascertaining the full implications of an issue. In such situations, he sought the assistance of his supervisors, which enabled him to complete his work on time. He has proven to be a dedicated employee who has sought to achieve the objectives set.

Francesco was highly appreciated by superiors, colleagues and business partners. His personal behaviour was always impeccable.

Francesco was a reliable colleague. The quality of his work met our requirements.

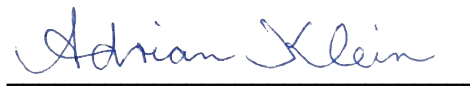
Francesco is leaving us today. We are grateful to Francesco for his cooperation and wish him every success in his future career.

Best regards,



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Paul Teske  
Human Resources Management  
Google Switzerland GmbH



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Adrian Klein  
Senior Software Engineer  
Google Switzerland GmbH



22 May 2020

To whom it may concern,

Mr. Francesco Dondi was employed with Ascent Software (Malta Company registration number C31786) between the 6<sup>th</sup> April 2016 and 30<sup>th</sup> September 2017.

Mr Dondi was employed as a Senior Software Developer on a full-time basis. Mr Dondi was part of a Software Development Team that developed solutions for a client in the Automotive Industry.

We wish Mr. Dondi all the best in the future.

Best regards,

Robert Gonzi  
H.R. Manager

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