



Letter of Reference

Mr Luke Gerard Kucinski born on December 9, 1994 worked for our company from August 1, 2021 to June 30, 2024 in various positions, most recently in the Talent Success department as a Senior Talent Success Advisor.

01.09.2023 - 30.06.2024 Senior Talent Success Advisor

01.03.2022 - 31.08.2022 Talent Success Advisor

01.08.2021 - 28.02.2022 Junior Talent Success Advisor

The New Work SE Group strives towards a better working world. With strong brands such as XING, kununu and onlyfy by XING, and the largest talent pool in German-speaking countries, it claims the spot of recruiting partner Nr. 1 in these countries. By bringing candidates and companies together, it guides talents to a more fulfilling working life while simultaneously helping companies to greater success by winning the right talent. The group is listed at the stock exchange since 2006, has its headquarter in Hamburg and currently employs around 2,000 people at offices including Berlin, Vienna and Porto. Visit <http://www.new-work.se> und <https://nwx.new-work.se/> for more information.

The New Work SE product portfolio includes the E-Recruiting product and services by offering e-recruiting products and services, the company specialises in partnering with and consulting recruiters, staffing and recruitment agencies, and employer branding representatives looking to hire great talent and build up an appealing employer brand.

As part of his job as Senior Talent Success Advisor, Mr. Kucinski was entrusted with the following tasks:

- Inbound user evaluation and selection process
- Platform, CV, interview, and career guidance
- Customer support and advice
- Visa and relocation support (internal, B2B, B2C)
- Process automation
- Technical market research
- Project management
- Service expansion and product improvement
- Team leadership
- Identify and activate segments of high demand, inactive users
- User and project performance tracking

Mr Kucinski 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.

Mr. Kucinski special competencies were the following:

- Project Management
- Data Analysis, Querying, and Tracking
- Research
- Technical Recruitment
- Team Leadership

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 Kucinski dedicated himself in an exemplary manner to our company, often working beyond normal office hours, and thus displaying his very high level of motivation. In extremely stressful situations, he always displayed exemplary resilience.



Mr. Kucinski always 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 particularly in terms of quality and quantity.

Mr Kucinski always was extremely reliable. He was always able to find excellent solutions for any problems which arose.

Mr. Kucinski led and took part in a variety of projects including:

- The reorganization, improvement, and documentation of visa and relocation support, as well as training of all stakeholders
- Two technical market research projects, expanding our service to support 5 additional roles
- Identified, reactivated, and tracked multiple segments within our database of inactive users
- Improved the process for inbound users - reducing time to visibility, while improving user experience and quality of visible users
- Tested and helped to direct workflows during the team's migration from an internal software tool to an external CRM

The performance of Mr Kucinski always earned our full recognition in every respect. Mr. Kucinski was an invaluable and outstanding member of the Honeypot team. He is highly skilled, motivated, and inclusive. He contributed to many of the teams successes and helped to lead a new team shortly after joining himself.

He was respected by everyone for his consistently 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 exemplary and loyal.

Mr Kucinski is leaving our employment on June 30, 2024 for operational reasons. We sincerely regret his departure, as we are losing a very capable employee. We would like to thank him for his consistently very good performance and wish him all the best and continued success in his future professional career and private life.

Hamburg, June 30, 2024

New Work SE

A handwritten signature in black ink, appearing to read "Nathan McEvoy".

Nathan McEvoy
Talent Success Lead

A handwritten signature in black ink, appearing to read "Maren Geisthardt".

p. p. Maren Geisthardt
Senior Manager Human Resources