

## Personal Reference Letter

Munich, 25. August 2023

This is to certify that Dean has been employed as a Senior Engineering Manager for the Merchant Management and Merchant Onboarding team at Payoneer for a period of two and a half years. During this tenure, Dean has made significant contributions to the organization and demonstrated exemplary skills and expertise in various aspects of the role.

As the Senior Engineering Manager, Dean led a team consisting of 5 Backend, 3 Frontend, 3 delivery /quality assurance engineers, and 2 designers. The team was responsible for the development and maintenance of critical portals, including the Merchant Orchestration Portal, New Checkout Portal, and Stand-alone Merchant Portal for Checkout.

Under Dean's leadership, the team handled a wide range of responsibilities, encompassing design, user interface (UI), user experience (UX), and core services for the entire organization. This included the development of essential services such as authentication and authorization, onboarding APIs, and merchant configuration APIs.

As the first engineering manager hired for this role, Dean played a vital role in building and shaping the team from its inception. This involved actively participating in the recruitment and onboarding process and establishing a solid infrastructure to support the team's operations as well as making a big contribution in onboarding other Engineering Managers as they were hired into the organization. Dean's efforts were instrumental in creating a strong foundation and setting the stage for subsequent engineers to thrive.

Throughout the tenure, Dean demonstrated exceptional managerial skills, effective communication, and a dedication to mentoring team members. By leveraging their extensive knowledge of different Agile frameworks, Dean introduced and implemented numerous processes that significantly enhanced the team's performance. These processes were so successful that they were subsequently adopted by other teams within the organization.

Furthermore, Dean organized workshops at both the team and organizational levels, fostering a culture of continuous learning and knowledge sharing. These initiatives played a crucial role in increasing the collective knowledge base of the team and breaking down silos between different departments.



Dean's work consistently exhibited a high level of quality, earning the admiration and recognition of both peers and direct reports. Their commitment to excellence, leadership abilities, and expertise in the field of engineering management have been invaluable to the success of the organization.

Therefore, it is with great pleasure that we acknowledge Dean's contributions and recommend them as an outstanding Senior Engineering Manager with a proven track record of achieving exceptional results. We extend our sincere appreciation for their dedication and significant impact during their tenure at Payoneer.

Munich, 25. August 2023

---

Nadiia Chornokur  
HR Business Partner