

## Letter of Recommendation

To Whom It May Concern

Please accept this letter as a personal and professional character reference for Matthieu Cneude.

Matthieu Cneude, born on May 23, 1986 joined Loopline Systems from May 14, 2018 until December 31, 2019 in the role of Senior Back End Engineer.

Loopline Systems supports its customers during the implementation and optimization of agile leadership, employee feedback and performance management. With the cloud solution, companies can digitize and simplify feedback processes. Through regular, automated surveys, our customers can improve employee engagement and develop ideas that advance the entire organization. Furthermore, Loopline Academy offers consulting and trainings for themes like employee feedback and change management.

During the time in which we have known Mr. Cneude, we have the pleasure of working with him in professional settings. He is an individual we take genuine pleasure in recommending.

The responsibilities of Matthieu Cneude primarily included the following tasks:

- Development of the frontend (React) and backend (Golang) of the loopline's backoffice
- Development of the first version of Loopline's Business Intelligence software (Golang)
- Create / maintain micro services for Loop Now (Golang / PHP)
- Responsibility for code quality, performance and security of the applications
- Maintenance and enhancement of the existing software architecture
- Cooperation with the frontend developers and product designers
- Integrating third-party APIs

Mr. Cneude possesses outstanding, varied expertise, which he always used in an extremely confident and purposeful manner, even when faced with difficult tasks. He has excellent perceptive faculties and can solve any problems that arise swiftly and confidently. Moreover, he always adapted to new tasks and complex issues extremely quickly.

Mr. Cneude was always characterized by an extremely meticulous and highly efficient style of working. Furthermore, he always carried out his projects extremely meticulously, carefully and methodically and always tackled the individual tasks in a very structured manner. He always performed the tasks he was assigned to our utmost satisfaction. Mr. Cneude's outstanding commitment is especially worthy of mention.

Moreover, he excelled by contributing constructive and new ideas. In this respect, he also took all the necessary measures independently and implemented the proposals extremely successfully.

Mr. Cneude performed all tasks very well, even with a constant high workload, and always worked in an extremely concentrated manner. He was always extremely open to new tasks.

Mr. Cneude's performance at work was always characterized by the utmost tenacity and reliability. He was always willing to assume full responsibility and enjoyed our complete trust.

Due to his extremely friendly and cooperative demeanor, everyone held Mr. Cneude in very high regard. His conduct towards supervisors and colleagues was always exemplary.

Mr. Cneude is leaving our company on December 31, 2019 for operational reasons. We would like to thank him for the constantly excellent collaboration and regret his departure. We wish him all the best and every success in his personal and professional future endeavors.

Berlin, December 31, 2019

A handwritten signature in blue ink, appearing to be 'M. Zahn'.

Marc Zahn  
Head of Engineering

A handwritten signature in blue ink, appearing to be 'M. Schwarzmänn'.

Marlén Schwarzmänn  
Human Resources