

Letter of Reference

Mr. Rajib Chandra Das, born on 04.10.1992, has been working for our company at the Hamburg location as Software Engineer C++ since 1. October 2022.

smartclip is the adtech development unit of RTL Group — Europe's leading free-to-air broadcaster group. Our proprietary advertising technology is custom-built for the needs of European broadcasters and publishers — enabling media owners to implement smarter monetisation strategies. We are committed to delivering the most innovative ad experiences spanning in-stream, out-stream, addressable TV, connected TV, audio, and gaming — ultimately empowering brands with true cross-screen storytelling opportunities on all devices. Headquartered in Hamburg, smartclip has offices in Berlin, Munich, Düsseldorf, Cologne, Gütersloh, Amsterdam, and Paris.

His responsibilities included in particular:

- Implementing case insensitive string compare using SSE 4.2 instructions (packed compare / PCMP... assembly command family) and wrapping it behind an interface similar to `std::stricmp()`
- Working independently into how to write assembly code and how to include it into the tool/compile-chain
- Documenting this progress in a separate git repository
- Creating benchmarks and showing the improvement over the naïve C++ implementation
- Closing up in a presentation for all developers in our company
- Participating in technical discussions within and outside the team
- Developing modern and applicable best practices for the team and the entire organization

Mr. Das has comprehensive subject knowledge, including peripheral areas. He was able to immediately grasp difficult situations and thus quickly find the right solutions. Particularly noteworthy was his ability to make independent, well-considered and accurate judgments even in difficult situations.

He always showed initiative and impressed with his great willingness to perform. Mr. Das was able to cope with even the heaviest workload at all times. He carried out his tasks with the utmost care and a high sense of responsibility. He is extremely resilient, very conscientious and always worked quickly without sacrificing precision.

Mr. Das always worked very reliably and accurately. He mastered his work area independently and confidently, often had new ideas and finds optimal solutions. Mr. Das always fulfilled the assigned tasks to our complete satisfaction. His personal conduct was always exemplary. He was held in high esteem by superiors, colleagues and customers.



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As of today, Mr. Das is leaving our company. We very much regret his decision. We thank him for his contribution to our company and wish him continued success and all the best personally.

Hamburg, 31. May 2024

Dr. Oliver Vesper
CEO

Christian Osterhues
Executive Director Europe | People & Culture