

Hilversum, 12 May 2023

Dear Sir / Madam,

We hereby confirm that Thijs Broerse was employed by MediaMonks B.V. in Hilversum in the function of Global Frontend Lead from 1 May 2008 until 30 June 2023 for 40 hours per week.

His responsibilities included:

- Manage and set up software engineering teams (frontend developers) across multiple regions:
  - Kazakhstan 10 headcount
  - India 4 headcount
  - Argentina on location from August 2018 until October 2020 . The team grew from 10 to 30 headcount.
- He had an essential role within award winning projects of which a selection can be find below (FWA site of the Day/Month/Year, Lovies, AWWWARD, Webby's) :
  - Genesis Car Configurator
  - Kodak Moments Website
  - Efteling persoonlijk sprookjesboek  
Interactive personal fairytale full of animations and can be ordered in a physical book.
- Initiated a diverse array of fundamental processes which increased efficiency and productivity for the development department:
  - MediaMonks Frontend Coding Standards  
Open source Coding Standards op GitHub voor Frontend
  - MediaMonks Frontend Linting Configuration  
Open source linting rules configuration op GitHub en NPM voor Frontend
  - MediaMonks - Monk Academy  
Training program for Junior Frontend Developers
  - MediaMonks Temple Action Script Library  
Open source code library for Flash Action Script
- In depth technical knowledge on the latest technology, tools and trends. This makes him a specialist when it comes to technically challenging projects, problem solving and troubleshooting.
- Highly skilled in translating complex technical concepts into layman's terms, making him an effective communicator and mentor to junior developers.

During Thijs his 15 years at the Media.Monks he has shown to be a specialist within his role and able to maneuver in a dynamic high paced environment and skilled in communicating with stakeholders across different teams. Some traits that add to the above and Thijs has shown throughout his time with Media.Monks are: critical thinking, connectivity, empathy and mentorship.

For further information please don't hesitate to contact us.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'Anne van Zessen', written over a horizontal line.

Anne van Zessen

HR Business Partner