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LETTER OF RECOMMENDATION

Nishant Mani
Chief Marketing Officer, Winc
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October 18, 2017

To Whom It May Concern:

Daniel Romero worked at Winc as a Front End Engineer during (and previous to) my tenure at Winc as Chief Marketing Officer. As part of a company-wide reduction in force and for no fault of his, Daniel's employment at Winc was terminated as of October 17, 2017.

During the past year, I had the opportunity to work closely with Daniel, primarily as the executive client for his work on the engineering team. I have found Daniel to be an outstanding employee on many fronts. He is a hard worker and a diligent employee that takes his commitments extremely seriously. He is a smart engineer and capable of picking up new skills and tech at a high pace. (While I am not an engineering manager and cannot speak to his technical skills directly, I can attest that our head of engineering felt quite comfortable throwing new things at Daniel on a regular basis.) He is also keen on driving positive change beyond his immediate responsibilities, and would regularly come to the table with ideas on tools, improvements and efficiency gaining tech.

I would have no qualms recommending Daniel for a similar role at another company. If you have any questions, feel free to contact me at mani@winc.com.

Sincerely,

A handwritten signature in black ink, appearing to be "Nishant Mani", with a long horizontal stroke extending to the right.

Nishant Mani