

Reference letter

Here by we certify that Mr. Babak Zarrinbal with National ID number 1829564366 has been working with Tecnotree cooperation from 23/09/2019 till 01/02/2022 starting his career as a full-stack developer and ending it in Technical Manager Position.

Tecnotree is the only full-stack digital BSS provider with over 40 years of deep domain knowledge, proven delivery and transformation capability across the globe (more detail can be found in this <https://www.tecnotree.com/about-us>).

His main responsibilities during working with this company was:

- Develop and maintain multiple products regarding finance, data enrichment, customer service, third party communication api-service, dev-ops configurations, etc. ...
- Create and lead of development team for our major 3D stack product (DCLM, DOM, DCM) that finally reached about around 20+ employees
- Customer technical communication to ensure the final product is complying with customer needs
- Structuring development teams to ensure better performance and monitoring of activities
- Developing monitoring system to have progressive overview of the tasks and progress of development
- Educating team member and creating interactive team working culture.

Throughout his employment he delivered exceeding expectation performance and dedication to the company goal and created great working environment for team members to grow and full fill the expectations required.

If you have any question regarding his employment, please contact our office at [00989375698712], or reach out to Human Resources department at Maliheh.Mohseni@Tecnotree.com

Sincerely,

Derakhte Zendegi Ertebat Tehran

Maliheh Mohseni

