

*To whom it may concern*

## CERTIFICATE

I, Tobias Abarbanell, Chief Technology Officer at Frontiers Media SA, hereby duly certify that Mr Christian Del Bianco, citizen of Italy, born March 8, 1972 has worked at Frontiers Media SA as *Senior Software Engineer* from June 1, 2014 until July 31, 2015.

Frontiers, founded in Lausanne (Switzerland) in 2007, is one of the fastest-growing international open-access scholarly publishers; its Open-Science platform and research network received the ALPSP Award for Innovation in Publishing in 2014. Frontiers has to date launched 52 academic Journals in STM and HSS disciplines and has published more than 35,000 peer-reviewed scholarly articles since its inception. The IT Department is responsible for the company's core business operations and is therefore a high-profile team.

During his time with the company, Christian showed strong interest in his work. His main tasks have been to research, define and implement new technologies for our websites to address functionality and technical requirements.

Christian is a hard-working and very competent co-worker. He engaged well with team members and website users alike, and was very much appreciated from both his colleagues and superiors.

Christian is leaving Frontiers to meet new professional challenges, free of any obligation towards Frontiers, except those related to confidentiality and to the non-compete and non-solicitation obligations. I thank him very much for his contribution and wish him the best in pursuing his career.



Tobias Abarbanell  
Chief Technology Officer  
Frontiers Media SA

July 31, 2015