

8 January 2021

**To whom it may concern**

Daniel Mroczka has been employed by IOV42, in our Austrian entity, since 1 August 2019 and leaves us on 29 January 2021 along with several other people as the necessity for their roles has recently diminished. I am pleased to be able to provide a reference.

Daniel is an exceptional software engineer and a safe pair of hands for any work that we assigned him. His generally happy and positive demeanour has been a credit to his team and we will be very sad to see him go, through no fault of his own, but just the changing circumstances of our business.

He's thought of extremely fondly by both his line manager and the team he worked closely with, he has a deep knowledge of his area and is extremely diligent when it comes to delivering assigned tasks in a timely manner.

Daniel really comes into his own when he has an opportunity to be creative and show leadership skills, this was particularly noted by us when we held a product hackathon in which he took a lead on one of the sub-projects. I expect there's much more team leadership in his future.

In short Daniel is a "do not hesitate" hire, he's a credit to any team he works with and our loss will be very much his new employer's gain.

This reference is given in good faith and without prejudice to the company

Yours sincerely,



Ryan Worsley  
CTO of iov42