



March 17th, 2017
William Candillon
28msec GmbH
Cäcilienstrasse 5
8032 Zürich Switzerland

To whom it may concern,

Federico Cavalieri joined 28msec GmbH as a full-time member in May 2013. 28msec products rely on a technological stack that was entirely built by the company. This was creating a high barrier to entry for any new employee. However, in a matter of a few months, Federico became the owner of the most critical parts of our system and the only employee of the company to truly have a deep understanding of our entire platform.

I am extremely grateful to have crossed paths with Federico. He is one of the best engineers I ever had the opportunity to work with. His capacity to anticipate the consequences of any design and technical decision - down to the smallest details - was uncanny. Federico's speed of execution was always exceeding both our expectations and those of our customers.

The two largest 28msec customers were from completely different cultural backgrounds: Japan and Israel. In both cases, Federico showed great abilities to build rapport and durable relationships with our customers. Our customers were always ecstatic to receive support from Federico.

The life of 28msec as a startup company has been a rollercoaster ride with many ups and downs and dramatic changes. During those times, Federico always kept his cool, and always focusing on doing the best job possible. His work ethic and wisdom was inspirational to me and to the entire engineering team.

Sincerely yours,

William Candillon

Chief Technical Officer

A handwritten signature in black ink, consisting of several fluid, overlapping strokes that form a stylized representation of the name William Candillon.