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**To Whom It May Concern:**

I have been Nikolay Turpitko's Manager at Luxoft since 2009. Nikolay has been working for Luxoft as a Senior Java Developer from September 11, 2009. His responsibilities included design, development, debugging and level 3 technical support of custodian banking application for one of important Luxoft's client - UBS.

Nikolay confidently use a variety of technologies including enterprise Java, Spring, multithreading and SQL to name a few. Nikolay is a fast learner and has good problem solving abilities. His software development experience and technical expertise are valuable assets for our team.

During the course of his employment, Nikolay proved himself to be a reliable, responsible employee, and a hard worker, with ability to work productively either in a team or independently.

Although I will be disappointed to lose Nikolay as an employee, I strongly recommend him for any senior-level development position.

Sincerely,

Alexander Shapkin  
Delivery Manager  
Luxoft Dedicated Development Center for UBS  
Moscow, Russia