To: Aarhus University, HR

Mr. Shahab Kazemi, currently employed as a resarch assistant at Department of Management, Aarhus University, has asked me for a reference letter, which I am happy to provide.

Shahab has been collaborating with me for more than a year at Aarhus University by now, and he is contributing with valuable skills to multiple research projects, in particular regarding data processing. As research on big and diverse – and often unstructured – data can lead to new discoveries and competitive research advantages, it is my clear perception that Shahab offers an important ingredient to Department of Management at Aarhus University.

The skills that Shahab possesses are hard to retain in academia, as individuals with solid data management skills faces good employment options outside academia as well.

Currently I am involved in two working papers with great potential. Shahab is involved in these papers as well, and therefore there I expect that Shahab has future publiations in pipeline. Multiple other researchers have benefitted from Shahabs assistance as well, during the time of his employment at Aarhus University until today.

You are welcome to contact me should you have further questions regarding this letter of recommendation.

Kind regards,

Morten H. J. Fenger, Ph.D.

Assistant Professor

Department of Economy and Business Economy

Aarhus School of Business and Social Sciences (BSS)

Aarhus University