

## **Recommendation for Dr. Artiom Kovnatsky**

I am pleased to provide this recommendation for Dr. Artiom Kovnatsky, who has been known to LOT Internet GmbH since 2018. Our professional relationship began when Dr. Kovnatsky consulted us in 2019 regarding the potential expansion into the real estate data analytics market. During this consultancy, Dr. Kovnatsky provided invaluable insights on market potential, requirements, and strategic opportunities that helped shape our approach.

In October 2023, Dr. Kovnatsky joined us for a car market price calculation project that we had previously attempted to tackle internally but with insufficient results. His remarkable ability to learn new fields rapidly was evident as he quickly adapted to the automotive industry. Throughout the project, he was highly flexible, capable of adjusting to the evolving project requirements, and even shifting focus to different projects when necessary.

One notable example of Dr. Kovnatsky's adaptability was his swift transition to a strategically critical project with Skoda GmbH. The success of this project was pivotal, as it had the potential to secure Skoda GmbH as a significant client and open new opportunities for LOT Internet GmbH to offer innovative products to our existing and prospective clients. Dr. Kovnatsky delivered the required outcomes on time while also contributing original ideas that ensured the high quality of the results, perfectly aligning with both our and the client's business needs.

Thanks to Dr. Kovnatsky's efforts, we secured Skoda GmbH as a client, a significant achievement we continue to build on. His ability to think outside the box and his commitment to delivering on his promises within agreed timelines make him a standout professional in the field. His work delivered results and built a lasting relationship with a significant client.

I highly recommend Dr. Artiom Kovnatsky for any challenging projects of high significance. He has consistently demonstrated exceptional technical skills, the ability to overcome even the most demanding challenges, and a keen focus on ensuring that the outcomes meet business objectives and deliver tangible value. Dr. Kovnatsky's deep understanding of business needs is further evidenced by his proactive approach, such as developing an alternative solution to provide additional flexibility should the client require it.

Please do not hesitate to contact me if you have any further questions regarding Dr. Kovnatsky's work or qualifications.

**Sincerely,**



Ulrich Hirtreiter  
CEO, LOT Internet GmbH

## Reference - Artiom Kovnatsky

Mr. Artiom Kovnatsky, born on 20.03.1984, worked in our company as Lead Data Scientist from 01.09.2021 to 30.11.2022.

During Mr. Kovnatsky's tenure, Valyria developed Germany's leading online transaction platform with innovative related services, revolutionizing the market for investment real estate through AI-supported automation and making it accessible to everyone. There are currently 48 employees at Valyria.

Artiom Kovnatsky's responsibilities included the following activities:

- Building up Valyria's data science team from scratch
- Supervising and motivating his team to work efficiently and effectively while remaining curious and open-minded
- Leading a complex real-estate valuation project
- Managing successful collaboration with our external research partner, the Hasso Plattner Institute

Mr. Kovnatsky has extensive and outstanding expertise. He always mastered his responsibilities and projects comprehensively and confidently, using his profound knowledge to find unorthodox solutions to complex problems.

He was extremely reliable and his working style was always characterized by very careful and systematic planning. His work results were always of very good quality, even with changing requirements and under very difficult conditions. He was always characterized by high resilience and goal orientation, even in extreme stressful situations and under time pressure. Mr. Kovnatsky carried out the tasks mentioned independently and always to our complete satisfaction, he was an extremely valuable employee for us.

Due to his helpful and friendly nature, Mr Kovnatsky was held in high esteem by his superiors, colleagues and customers. His behavior was always exemplary. His multilingualism and cultural openness helped him to integrate fast and he made a real effort to integrate with everyone in the whole team.

We thank Mr Kovnatsky for the always excellent cooperation and are very sorry to lose him as an employee. We wish him all the best and continued success in the future.



4.4.23

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Tobias Frese  
Chief Operating Officer

## Recommendation#1



**Leon Lowitzki** · 1st

Machine Learning Engineer | Empowering Data-Driven Decisions with Advanced Models | Passionate about Driving Growth & Sharing Knowledge

December 6, 2022, Leon reported directly to Dr. Artiom

I worked with Artiom at Valyria for 9 months, where we built an automatic valuation model for real estate properties. We delivered a competitive valuation model before timeline due to Artiom's exceptional skills and domain knowledge.

I found Artiom to be a sharp thinker with a clear focus on what is truly important for the success of the business. Artiom made sure to distribute tasks in a way to support the personal growth of each team member. The great atmosphere in the team was comprised of curious and fun spirit, while having a clear understanding what is to be delivered.

I strongly recommend Artiom for any data science related position. Artiom is a great team leader and I would be happy to work with him any time.

## Recommendation#2



**Thomas Christian Thiele** · 1st

Fractional CTO | Interim CTO | Tech Advisor

November 7, 2022, Thomas Christian managed Dr. Artiom directly

All LinkedIn members



On

Artiom built up Valyria's data team from the scratch and established a highly-effective and curious team atmosphere.

He led a complex real estate valuation project and ensured on time and in budget delivery while successfully managing the collaboration with our external research partners and data providers.

Artiom brings an enormous domain knowledge of the real estate industry and is always open to learning new things and thinking out of the box. He always makes sure that the work of his team produces value for the company.

His multilingualism and cultural openness helped him to integrate fast and also made integration for his team easy.

I very much enjoyed working together with Artiom and can recommend him for any complex data science project you might have.

## Recommendation#3



**Yoanna Kirilova** · 1st

Data Engineer at Project A Ventures

November 7, 2022, Yoanna reported directly to Dr. Artiom

All LinkedIn members



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I worked with Artiom for half a year after I joined the data team at Valyria in June 2022 as a junior data engineer. Besides me, the team consisted of two data scientists and was led by Artiom, so 4 people in total.

Artiom encouraged the whole data team to speak our mind freely, take initiative, make suggestions, which created a great and open working environment. As this was my first job after university I had to learn a lot of things very quickly and I felt really comfortable asking questions. He gave me a lot of freedom to work on my projects but was always open for guidance, advice and help whenever I needed it.

Developing a good product and bringing business value was of course the main priority, but Artiom also put a lot of thought into helping us with our professional development and I felt like he cared about each team member. All in all, Artiom is a very good team leader and makes sure that everyone on the team is engaged.

## Recommendation#4



**Amanuel Wolde-Kidan** · 1st

Data Scientist | Physicist

October 31, 2022, Amanuel reported directly to Dr. Artiom

All LinkedIn members



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I worked together with Artiom for a little more than one year at the start-up Valyria on the development of an automated valuation model for real estate properties. In the beginning Artiom and I were the only two members of the data science department (Artiom actually joined one month before me) and had to build the entire data- and modeling infrastructure from scratch. Looking back, I feel I was able to learn a great deal from him during that time!

In his role as Lead Data Scientist Artiom led our eventually growing data science team consisting of three people. I always felt that Art cared deeply about his team and co-workers and that I could talk to him about anything. He consistently maintained a great atmosphere in the team which allowed us to perform for the tasks at hand!

I strongly recommend Artiom for any position in data science or any other field he wishes to pursue, he has demonstrated his great team leading skills and I am happy to have been working with him.

## Recommendation#5



**David Padilla** · 1st

Co-founder & CEO at Kenjo

May 18, 2020, David was Dr. Artiom's client

All LinkedIn members



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Artiom and I have been working together for around 2 years on an ongoing Data Science consulting arrangement. I remember our first meeting, we needed someone to jump on our project asap, and all it took was an open, frank, and direct conversation to start working on a "gentleman's agreement".

During these two years Artiom worked very hard, pushed to get things done on time and was able to transform an abstract project into something tangible that delivers value.

He presented our project in front of a Grant Committee and while the topic was highly technical, he managed to convey the goal and the approach. But more important than that, he convinced the committee the project is worth pursuing and that he (and our company) could make it happen.

If you're looking for a straightforward and "to-the-point" Data Science consultant that will go the extra mile for your project, look no further.

## Recommendation#6



**Philipp Reichle** · 1st



May 14, 2020, Philipp managed Dr. Artiom directly

All LinkedIn members



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Artiom has worked as a Principal Data Scientist at Homeday for more than three years. He built up Homeday's machine learning models to value properties from the ground up and managed to deliver solutions on his own that other companies have dedicated and large teams working on.

It also became clear that Artiom's skills-set goes beyond his role as a Data Scientist that he was originally hired for. For this reason, we extended his responsibilities and Artiom has shown impressive abilities to think outside the box, come up with ideas, evaluate them, and generating business value out of them.

Artiom stands behind his words, can be counted on and has always managed to deliver what he has promised - even if this meant to put in some extra hours after running a marathon.

I can only recommend Artiom as a colleague. It was a great journey!

## Recommendation#7



**Steffen Wicker** · 1st

Co-Founder & CEO at Homeday GmbH

May 1, 2020, Steffen was senior to Dr. Artiom but didn't manage Dr. Artiom directly

All LinkedIn members

On



Artiom started at Homeday as a Principal Data Scientist. Artiom demonstrated great capabilities on delivering challenging projects on time, the ability to do whatever it takes to make things happen, and generate original ideas. He was one of the key drivers behind our valuation engine and our property price explorer.

Artiom showed creative skills when Homeday experienced tough times - he thinks outside the box and was always very willing to contribute to the companies success.

Moreover, Artiom demonstrated a great passion for spreading his knowledge and represented Homeday at several conferences.

After Artiom registered as an individual entrepreneur, we hired him for 7 months as a consultant. Artiom demonstrated himself as a person that stands behind his words, delivers what needs to be delivered.

## Recommendation#8



**Alexander Novikov** · 1st

Director BI at Enpal

April 13, 2020, Alexander was senior to Dr. Artiom but didn't manage Dr. Artiom directly

All LinkedIn members

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I worked alongside with Artiom at Homeday and he impressed me with his focus on delivering the business value which is a rare virtue for a data scientist. Artiom has profound knowledge and skillset required to deal with data while his entrepreneurial thinking made the insights he brought the most useful. Artiom looks for fundamentals of a question and respective business domain. The deeper grasp allows him to discover facts which then actually applied in business processes. I will love to work with Artiom in the future.

## Recommendation#9

Andres Juss, Head of the Evaluation Department, Estonian Land Board, Estonian Government, states:

"Artiom developed mass-appraisal models for Estonian land valuation for our department. Despite a challenging deadline, he delivered on time, demonstrating complete dedication and reliability. He went the extra mile by visiting Estonia twice in two months to ensure a thorough understanding of our local appraisers' methods and to meet the deadline. Artiom prioritizes business needs and ensures that plans are accomplished on time. We are interested in continuing our collaboration with Artiom in the future, pending legislative changes by the Estonian parliament."





Erik Reinhard  
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France  
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Cesson-Sévigné, 28/4/2015

**RE: Letter of Reference – Artiom Kovnatsky**

To whom it may concern,

It is with great pleasure that I am able to write a letter of recommendation on behalf of Artiom Kovnatsky. Artiom is an outstanding researcher and a brilliant colleague, who will soon finish his Ph.D. As part of his Ph.D., Artiom has done an internship at Technicolor for two months in the summer of 2014 under my supervision.

I am Distinguished Scientist at Technicolor Research and Innovation in Rennes, France. Prior to joining Technicolor, I was a faculty member of the computer science departments at the University of Central Florida and the University of Bristol in the U.K. I was also visiting researcher at the Max Planck Institute for Informatics in Saarbruecken, Germany. I founded the leading computer science journal ACM Transactions on Applied Perception (TAP), in 2003, and served as the journal's Editor-in-Chief until 2009. I was Program Chair for the Eurographics Symposium on Parallel Graphics and Visualization (PGV) in 2002 and the ACM Applied Perception in Graphics and Visualization (APGV) in 2006. I served as a Guest Editor for a special issue of Elsevier's Journal of Visual Communication and Image Representation on the subject of HDRI data formatting. I am currently associate editor for ACM Transactions on Graphics as well as ACM Transactions on Applied Perception. Further, I am the principal author of several textbooks, now used as a source of instruction in computer science curricula around the world, including "Color Imaging", "Image Statistics in Visual Computing" and "High Dynamic Range Imaging: Acquisition, Display, and Image-Based Lighting". With this background, I feel that am able to assess Artiom's qualifications as a researcher.

We hired Artiom for a short internship to help us solve a difficult problem in image processing. In particular, we were interested in image restoration problems. Given our short-term pressures and the duration of the project, we needed someone who was able to very rapidly make the problem his own and subsequently implement and test a range of possible solutions. On paper, Artiom looked to be the



right candidate for this job. In practice, Artiom far exceeded our expectations. Within the space of two months, Artiom had implemented the required infrastructure, implemented various state-of-the-art algorithms that could serve as a basis for our solution, and then went on to develop, implement and test a variety of new algorithms.

Artiom's work was and remains exceptionally valuable to us. His work provided us insight as to which approaches we should pursue and which ones are dead-ends. We still have people working on this problem today, and based on Artiom's work, we have been able to steer and direct this work with much less guess-work than we would otherwise have faced.

With this, Artiom has proven to be exceptionally adaptable. He was able to work extremely independently, calling us in for regular viewing sessions, and sending us his reports on a regular basis. He did this by his own initiative. We did not even have to ask for this. I found that this was an unusually mature and organized way of working, which impressed everybody in our team. As a colleague, Artiom has proven to be exceptionally social and helpful.

Artiom has a great ability to learn and acquire new skills which allows him to undertake tasks successfully. I am sure that these will be highly appreciated at his new place. Finally, I found Artiom easy to work with and he has a good sense of humor, making him a much valued colleague.

Given Artiom's internship at Technicolor, I am quite convinced that he will fit into a variety of environments, whether this is a high-pressure industrial research environment, such as the one we find ourselves in, a fully fledged academic environment, or a production environment. As such, I most heartily recommend Artiom Kovnatsky. If you have any further questions, please do not hesitate to contact me.

Best regards,

Erik Reinhard

• 3:37 PM

Hi Art.

You gave a great talk. Was amazing what you did in the 10 minutes and how man people gathered around you afterwards.

Best,



On 25. Jun 2019, at 09:35, [REDACTED]@project-a.com> wrote:

Hi Artiom,

Apparently the quality of your talk at the Data Days reached quite some people since Project A is now also interested in including you during their next Project A Knowledge Conference, a 2000-person event happening September 27th.

They would basically like you to do a similar story on your Data Science journey @ Homeday. Charlotte (in cc) has more details.

What do you think? Best, [REDACTED]

[REDACTED]  
Project A | Head of Business Intelligence

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