

DR SMILE

Interim Letter of Reference

Mr. Stefan Kubisa, born on February 01st February 1996 in Police (Poland), has been working in our company as Working Student IT Operations since 01st June 2022.

DR SMILE is a healthcare company. As a Digital Dental Health pioneer in orthodontics, the company offers a patient-friendly consumer marketing model for doctor-led aligner treatments. Based in Berlin, DR SMILE has grown rapidly since its founding in 2017 and now operates in eleven European countries with over 600 partner practices.

It is with great pleasure that I write this reference for Mr. Stefan Kubisa, who has proven himself to be an exceptional and invaluable member of our team. During his time with us, Mr. Kubisa demonstrated a level of technical expertise, leadership, and commitment that far exceeded expectations. His contributions have been crucial to the success of several major projects, particularly in the realm of IT infrastructure, automation, and cloud identity management.

Mr. Kubisa's responsibilities have included, but are not limited to, the following:

- **Cloud Identity Management:**
Designed and implemented dynamic provisioning and management solutions for **Microsoft Entra** and **Google Workspace**, effectively managing a tenant of over 500 users. His ability to streamline identity management processes greatly enhanced our operational efficiency.
- **Multi-Service Automation Chains:**
Spearheaded the design and implementation of complex multi-service automation chains, utilizing tools such as **Power Automate**, **SharePoint**, and **Atlassian Jira**. These chains automated various processes across multiple services, leading to significant time savings and improved operational flow.
- **Powershell/Scripting Expertise:**
Demonstrated advanced skills in automation by leveraging **PowerShell**, **Google Functions**, **GAM/GYB**, and **Python**. Mr. Kubisa automated numerous administrative tasks and executed projects using these automation methods, making complex tasks more efficient and accurate.
- **Network Deployment and Infrastructure Management:**
Successfully orchestrated international office network deployments, managing contract negotiations, hardware procurement, and overseeing the installation of fiber internet and network infrastructure. His expertise with **Cisco Meraki**, **Ubiquity**, and **TP-Link** equipment ensured the flawless setup of these environments.
- **Software Integration and Support:**
Collaborated closely with developers of specialized medical equipment software, devising customized deployment methodologies using **Microsoft Intune**. He also

introduced and modernized the use of **Atlassian** tools across departments, optimizing workflows and improving cross-team collaboration.

- **Device Management and Automation:**

Led the deployment of **macOS** and **iOS** apps, profiles, and certificates using **Jamf**, ensuring efficient device management across the company. He also remotely migrated users to mobile accounts, integrating **TOTP-based MFA** within an automated and compliant device setup process, completing the project under tight deadlines.

- **Recruitment and Leadership:**

Mr. Kubisa demonstrated exceptional leadership by assuming responsibility for the headhunting and recruitment process. His keen eye for talent and thorough screening and interviewing skills led to the successful selection and onboarding of highly qualified candidates.

Throughout his tenure, Mr. Kubisa consistently exceeded expectations. His ability to quickly grasp and analyze complex technical issues was particularly impressive, allowing him to deliver outstanding results even under challenging circumstances. His comprehensive knowledge of IT systems, paired with his innovative problem-solving skills, enabled him to implement optimal solutions for every project he was involved in.

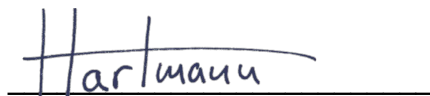
Mr. Kubisa has a high level of initiative and shows exemplary dedication to his tasks and to the company. His work performance has consistently been marked by reliability, efficiency, and a strong focus on results. In addition to his technical prowess, Mr. Kubisa is known for his excellent analytical thinking and his ability to work both independently and as part of a team.

He is highly regarded by his superiors, colleagues, and team members alike. His personal behavior has always been beyond reproach, and his integrity and teamwork skills have made him a respected and valued member of our organization.

We are grateful for the outstanding contributions Mr. Kubisa has made to our company and would like to extend our sincere thanks for his dedication and exceptional service. He is undoubtedly an asset to any team, and we highly recommend him for any future endeavors.

Best regards,

Berlin, 18th September 2024

A handwritten signature in blue ink that reads "Hartmann". The signature is written in a cursive style with a long horizontal stroke extending to the right. Below the signature is a solid horizontal line.

Rick Hartmann
Senior IT Strategy Consultant