

LETTER OF RECOMMENDATION

Date: October 2017

To whom it may concern,

I herewith confirm that Vitor Venturim Linhalis was employed as iOS developer at IceMobile from July 1st, 2017 to October 31st, 2017. This recommendation was created based on my personal observations, as well as based on the input gathered from Vior's direct manager and team members.

IceMobile's team consists of over 140 professionals from over 34 different countries, of which 110 people are based at the HQ in Amsterdam. The education level of IceMobile's team is of a high standard, the work environment is very demanding and fast-paced.

Vitor has shown, in the period he has been with us, that he is very knowledgeable in his own expertise area. He also participated in a lot of extracurricular activities. We understand Vitor's decision to leave IceMobile to explore new opportunities and challenges.

We wish Vitor good luck in his future career! Please don't hesitate to contact me if you have any questions.

Yours faithfully,



Tanja Hattink
Head of People Operations

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