

01.09.2023

## **Letter of recommendation for Vladislav Kibakov**

To whom it may concern,

After more than a year of excellent work and collaboration, Mr. Vladislav Kibakov has decided to seek a new professional challenge. A step that I, as his previous manager, very much regret on the one hand, but can nevertheless warmly recommend to his future possible employers. Mr. Kibakov worked with me at Zeiss SMT GmbH through a third company (Pixida GmbH) as a Senior Software Developer in the Machine Control Automation team and reported to me in my position as Cluster Lead.

As an employee, Mr. Kibakov was always reliable and very insightful. When faced with challenges or complex problems, he would commit himself to it, go deep into the problem and understand it, and then propose viable solutions, considering all possible factors surrounding the situation.

During his time in the team, he managed to gain the trust and respect from his colleagues and project customers. As one of the senior Engineers in the team, he also helped to bring the newest team members to a good level by guiding and supporting them with his knowledge and experience. His contribution to the goals of the project were significant.

I feel confident in recommending Mr. Kibakov, and I am convinced he has the necessary skills and competences to successfully perform the position he is applying to within your organization. Please feel free to contact me if you need further information.

Best regards,

M.Sc. Roberto Saravia  
Cluster Lead Automation EUV High NA

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