

August 23<sup>rd</sup>, 2024

My name is Alexis Dubois, and I have had the pleasure of managing William Denorme at AXA France from June 22<sup>nd</sup> 2022 to September 5<sup>th</sup> 2024. AXA France is one of the leading insurance companies in the country, providing a range of insurance and financial services to millions of customers.

William worked as a Frontend Software Engineer in our Customer Portal team. Over the course of two years, he played a key role in enhancing and maintaining the AXA France customer space, which serves millions of users nationwide. His contributions were instrumental in the successful delivery of several high-impact projects.

His role included the following responsibilities:

- Designing, developing, and maintaining user interfaces using modern frontend technologies.
- Collaborating with backend engineers, product owners, and UX/UI designers to deliver seamless user experiences.
- Ensuring high performance and compatibility across different devices and browsers.
- Reviewing and optimizing code for reliability and scalability.
- Participating in sprint planning and providing technical expertise during project discussions.

William consistently demonstrated a high level of professionalism, technical expertise, and a strong commitment to excellence. We recognized his potential and offered him a full-time position; however, he expressed his long-standing aspiration to work in Canada, and we fully support his decision to pursue this career goal.

During his time at AXA France, William was compensated with a salary of 1,237 euros per month, working an average of 35 hours per week. He has proven to be an invaluable member of our team, not only because of his technical skills but also for his collaborative attitude and work ethic.

I am confident that William will be an asset to any organization he joins, and I highly recommend him for any position he seeks. Should you require any further information, please do not hesitate to contact me.

Sincerely,

Alexis Dubois  
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