

Letter of reference

for Mr. Rene Kubicka

To whom it may concern,

Rene was initially brought into our project in 2017 for a six month contract to work together with the SW development and reporting team to support the setup of a financial reporting system for our Mobile Telecommunications 4G and 5G Rollout projects with Telefonica O2 Germany. Very quickly it became evident of Renes superior skill set and motivation and Rene was asked to lead the development program of the financial reporting system and asked to remain with the project spanning in total over 4 years. Until July 2021.

The systems and solutions that Rene developed over the 4 years in Nokia were used by over 300 engineers and spanning from Engineers, Contractors, Suppliers all the way to upper Management within Nokia to track and report financial stability and profit/loss of a project valued at over 250 Million Euro. The solutions enabled us to create project wide dashboards based on time spans and/or various conditions and Purchase Order statuses as well as allowed us to drill down to the lowest level of detail of every single one of the over 150 Thousand purchase order that were issued.

The agile and user friendly solutions developed by Rene were considered the heart and brain of our project and helped the management as well as the engineers and suppliers to make the correct decisions to ensure a smooth, continuous and successful project rollout.

It is without doubt that Rene played a vital part in the success of our projects and contributed in the cost savings of millions of euros in direct and indirect measures that were made based on information gathered from his Solutions.

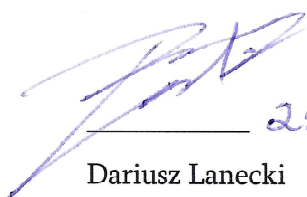
Furthermore to Renes superior technical abilities to create comprehensive solutions to complex and what may sometimes seem impossible problems, Rene has a well structured and organized style of dealing with arising problems and finding best possible solutions.

Thanks also to his very kind, calm and well mannered behavior, Rene was quick to fit into the organization and gain the trust of the high level management which was very important in a function that deals with a company's most confidential financial information.

With that in mind I highly recommend Rene for any project or assignment where he feels confident he can deliver results on time and beyond normal requirements.

Please feel free to contact me should you have any questions or require further information.

Your Sincerely



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