Verivox GmbH • Hans-Böckler-Straße 2 • D-69115 Heidelberg

VERIVOX
Wir informieren. Sie entscheiden.

To Whom It May Concern

Dmitri Kuznetsov

31st October 2004

Dear Sir/Madam,

Dmitri was employed by Verivox GmbH from February 1999 to May 2004 on a part-time contract as a Developer whilst studying at the University of Mannheim. As a measure of the growth that the company underwent in the time that Dmitri worked for us – he was Verivox's 2nd employee and when he left us in summer 2004 there were 95 employed.

Dmitri has excellent skills in many areas, but in particular in innovative database programming, web programming, system integration and information exchange. During his employ with us Dmitri worked on a large number of projects, some of which we list here:

1. Full design and build of online contract closure module for the telecom and energy products used by verivox.de and online and offline partners
2. Full design and build of middle-ware systems for the management of the contract closure module including online and offline partnerships
3. Full design and build of backend systems for CRM for Verivox and partner customers
4. Full design and build of revenue collection and monitoring systems for the Contracts division of verivox.de
5. Software systems for future revenue predictions based on past observations
6. Data mining tools for sales and marketing operations
7. Load and stress management for the Verivox online databases including error handling and error management
8. Online instantaneous information interchange with third parties

Dmitri has worked in a multi-disciplined and international team of computer programmers, experts in the telecom and electricity industries and with the internal Controlling team. He was an exceptional member of the Verivox team and the robust software that he designed and built forms the basis for complex business processes and large areas of our day-to-day operations.

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We have found Dmitri to be a highly talented, focused and motivated individual with an exceptional work ethic and the ability to tackle complex business and development issues without extra guidance. His professional development has been excellent in the time that we have had him in our employ. However, we would note that he should use the time that he has left at University to improve his project and time management skills. He has worked well with all levels of employees from the senior management to part-time staff in a highly personable and competent manner. He speaks and writes excellent technical and every day German and English.

Dmitri left Verivox GmbH in the summer of 2004 to complete his studies and to have a rest from work whilst he did so. We would have no hesitation in employing Dmitri again if he were to choose to return to the labour market. Therefore, I would have no hesitation in recommending Dmitri to other's employ.

If you have any further questions regarding Dmitri or Verivox GmbH, please do not hesitate to contact me.

Yours faithfully,

Andrew Goodwin
Managing Director

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