

1 April 2020

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To whom it may concern,

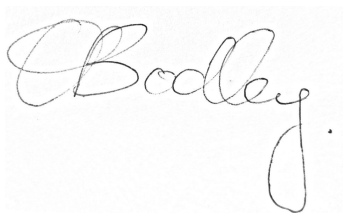
I have now worked with Jakub at two different companies, each time as his line manager. Jakub joined our danish Biomatters office around June 2019 as our second technical hire in Denmark when most of our company was operating on the other side of the world in Auckland, New Zealand. He worked as a full stack developer in a challenging environment across multiple languages and repositories as we set up our new office and moved key personnel to join him and the new team. Jakub's energy and drive were critical during this phase as he needed to coordinate with us who at that time were 12 hours away at the other end of Slack and video conferencing software. I commend Jakub for not only getting through this period but being highly productive and offering many new insights and ways of thinking. He was working with a mixture of a legacy codebase, new cloud technologies and throughout was very positive and energetic.

After Biomatters was sold to a US based venture company, we actively recruited Jakub to work with us at PipeBio for his positive attitude, technical competency and energy. We work very lean, providing little to no direction and Jakub thrives in this environment. He is a self starter and makes good choices regarding how he spends his time, when to seek feedback and when to raise concerns for a wider group discussion. He now draws on experience in a wide range of programming languages, industries and applications. I value his diligence and clear thinking in code review; he has caught and fixed numerous security issues for us.

I have thoroughly enjoyed working with Jakub and hope to do so again in the future.

Yours sincerely,

Owen Bodley

A handwritten signature in cursive script that reads "O. Bodley". The signature is written in black ink on a light-colored background.