

Reference Letter

We confirm that Ricardo Gerstl, born on April 15, 1991, has been employed at our company from March 1, 2016 until August 31, 2020.

Appway builds software for today and innovates for the technology of the future. With 15 years of industry experience, Appway guides the leading financial institutions, both big and small, as they build sustainable and scalable solutions that quickly adapt to changing conditions. With our software solutions, we enable wealth managers, private banks, broker dealers, asset managers, multi-family offices, and universal banks to boost their efficiency and productivity while building a flexible yet resilient foundation upon which to stand strong in the face of future change.

Headquartered in Switzerland with offices around the globe, Appway's award-winning software suite serves over 510,000 users worldwide. More than 225 institutions rely on Appway to improve internal efficiencies, engage customers across all channels, and keep ahead of regulations.

Ricardo was employed full-time as a User Experience Consultant and his title changed to User Experience Engineer on April 1, 2018. His main duties were:

- Lead advocate in the proper use of frontend styling for evolution of projects coming from Appway 6 Solutions
- Speaker for Appway's 2016 Sphere conference
 - Prepared and held a presentation explaining branding capabilities to a group of business professionals and developers
- Involved in the recruitment and onboarding of frontend developers from Partner implementation companies, and quality assurance of their work done on client projects
- Consultant in the research, prototyping and user testing for the client self-onboarding application of a major Swiss bank
- User Experience consultancy for a dozen client projects in Europe, Asia and North America
 - Custom modules building, design, Appway UI Framework Code frontend architecture and branding
- User Experience consultant for Proof of Concepts that supported the sales and prospecting process
 - Building frontend, design, presentation slides and custom branding
- Responsible for the building, generating content and maintenance of Appway's Design System documentation platform (design.appway.com)
- Appway UI Framework Code frontend development and frontend architecture for Appway Business Components (pre-built generic application modules)
- Prototyping for products to support user testing of new features and designs concepts
- Development of lean applications for the sales team, aimed to assess market interest and later be evolved into full-fledged products

In addition to the above, Ricardo also worked on the following tasks:

- Alpha assistant for upcoming Appway Platform versions
 - Involved in testing, evolution and collaboration with software engineers for new product features

- Release manager for Appway's Design System product releases
- Quality Assurance of Appway Products user interface; covering aspects related to architecture, styling, browser compatibility, accessibility and scalability
- Organize and promote special events inside Appway, meant to foster better relationships between colleagues
 - These include Yoga Club, Raclette Night, Pasta Lunches and SOLA relay team race
- SCRUM Master for 3 different teams (Workspace Frontend Team, UX Team and Solution Sales Team)

Ricardo's most outstanding achievement during his work at Appway was leading Appway's Design System Appway UI Framework Code frontend conception, architecture, adoption, evolution, documentation and maintenance. This high impact work required a lot of collaboration across departments and demanded great effort since it required to be generic, scalable, easy to work with and follow Appway's long term vision for the product.

We have come to know and appreciate Ricardo as an extremely determined colleague with a strong sense of duty, commitment and drive. Moreover, he is very flexible, stress resistant, and has positive thinking. His reliability, diligence and personal responsibility are greatly appreciated by his clients, supervisors and colleagues. His behavior towards them is always impeccable and exemplary.

Additionally, he keeps frontend development trends up to date and has a strong command of user experience, which he puts into practice on the job. He keeps developing his skills by trying new technologies, tools and coding. Ricardo always communicates openly and is absolutely an enthusiastic team member.

Furthermore, Ricardo is an exceedingly valued employee who is constantly team-centric and has excellent interpersonal and communication skills. We are happy to confirm that he is always living up to our high expectations constantly.

Ricardo is leaving Appway of his own accord which we regret. We would like to thank him for his valuable and productive collaboration and wish him all the best and continued good success for the future in both his professional and private life.

Appway AG

Alessandro Tortelli
Alessandro Tortelli (Aug 10, 2020 16:56 GMT+2)

Alessandro Tortelli
Solutions Practice Lead

Adriana Ispas

Adriana Ispas
Lead Product Manager

Zurich – August 31, 2020

Fabian Künzli
Turbinenstrasse 31
8005 Zürich

Zürich, 26. September 2018

To whom it may concern,

It's my pleasure to recommend Ricardo Gerstl for a UX Engineer position.

Ricardo and I worked together in Appway's User Experience Team and later in the Business Components Team for joint period of almost two years.

I enjoyed my time working with Ricardo and came to know him as a truly valuable asset to both of the teams we worked together in. He is proactive, responsible and remarkably hard-working. He always strives for a process-based approach to any task. Ricardo is great at adapting to each situation quickly. Additionally, I got to know him as very open-minded.

Ricardo's knowledge of UX methodologies and expertise in frontend development was a huge advantage to the entire company. I especially respect and value Ricardo's contributions to building, launching and maintaining the Appway Design System.

Along with his undisputable talent, Ricardo has always been a complete joy to work with. He is a genuine team player, and always manages to promote constructive atmosphere and bring the best out of his colleagues.

Without any doubt, I confidently recommend Ricardo to join your team. As a dedicated and knowledgeable employee and a great person, I know that he will be a beneficial addition to your organization.

Sincerely,



Fabian Künzli
Product Manager, Appway AG

September 26, 2018

To Whom It May Concern

My name is Nico Dreher and I'm a member of the UX team at Appway. I am writing on behalf of Ricardo Gerstl, whom I've been working with on the Appway Design System from August 2016 until today.

As a Senior User Experience Designer I create design concepts and documentation for the Design System, and Ricardo has been the lead developer of the Appway Design System, a set of prebuilt modules for building user interfaces of solutions running on the Appway Platform. In his role as UX engineer, Ricardo is instrumental in advancing the Appway Design System through the different stages of the product development cycle: from early stage proof of concepts to prototypes until productive versions. His quick wit allows him to pick up new concepts quickly, for example when integrating new platform capabilities into the Design System. Being an active team collaborator, he is an excellent sparring partner to fellow designer when it comes to bringing design concepts to life. As a good communicator he proves to be a driving force behind the adoption of the design system, coaching front-end developers screen development, and UX principles in general.

I got to know Ricardo as an approachable and caring person, and I particularly appreciate his sense of humor. For both his personality and his skills, Ricardo would make a valuable addition to any workplace, just as I do not wish to lose him as team member. I would be glad to answer any questions about Ricardo or his work with Appway. I can be reached at nico.dreher@gmail.com.

Sincerely,



Nico Dreher
Senior User Experience Designer
Appway AG