



Interim Reference Letter

Ricardo Gerstl, born on April 15, 1991, has been employed by Everest Engineering since August 15, 2022. Ricardo is currently working as **Senior User Experience Designer** within the Enterprise solutions within Everest Engineering.

I, Pilar Esteban, write this letter of recommendation with great pleasure for Ricardo Gerstl, an exceptional product designer whose dedication, dynamism, and expertise have played a significant role in Everest Engineering's success this past year. Since I've been Ricardo's manager for 18 months, I can confidently attest to his excellent contributions and leadership in the field of product design.

In the very start of Ricardo's tenure with our organization, he worked on a month-long project "Berst mobile revamp", which showcased his UX research and design expertise. In a tight timeframe, Ricardo demonstrated unparalleled proactive attitude to turn the startup from ideation to implementation by collaborating seamlessly with developers and guiding the startup owner through the UX research journey. The success of the Berst project is a testament to Ricardo's ability to take ownership of the UX process end-to-end, working collaboratively with cross-functional teams to achieve remarkable outcomes.

In addition to their swift success with the Berst project, Ricardo has been an instrumental force in our ongoing Amazon Web Services (AWS) project.

For the past year, Ricardo has dedicated his efforts to the AWS project, contributing significantly to UX research, product vision, and account management. Ricardo's capacity to manage the intricacies of a long-term, ever-changing multifaceted project speaks volumes about his ability to balance and excel in a dynamic and demanding work environment. Furthermore, Ricardo's exceptional ability in stakeholder management has been a key driver in fostering positive relationships and ensuring alignment between project goals and stakeholder expectations. Collaboration between cross-functional teams and clients has consistently been strengthened by his adept communication skills and strategic approach.

Moreover, Ricardo has actively shaped the project vision on the AWS project, advocating for a user-centric approach. His role extends beyond design execution to encompass strategic thinking, stakeholder management, and a comprehensive understanding of product development from ideation to implementation. Ricardo has not only met the expectations of the

project but consistently exceeded them, contributing to the overall success of our team. Due to Ricardo's commitment to excellence and leadership skills, he's been appointed team leader for the AWS project.

What sets Ricardo apart is not only his expertise in UX, but also his ability to adapt and collaborate effectively. He can quickly identify areas of agreement and disagreement and find creative solutions to bridge the gap between different points of view. The fact that Ricardo understands business objectives allows him to prioritize tasks and design solutions aligned with the organization's overall objectives. Both internal and external stakeholders have appreciated Ricardo's ability to articulate design decisions and trade-offs, demonstrating his ability to bridge the gap between creativity and business goals.

In conclusion, I wholeheartedly recommend Ricardo for any role that demands a seasoned, strategic, and highly skilled product designer. His exemplary work on projects such as Berst and AWS underscores his ability to adapt and deliver outstanding results in both short-term and long-term initiatives. Ricardo's dedication, leadership, and continuous pursuit of excellence make him an invaluable asset to any team or organization. Beyond his professional attributes, Ricardo is a highly skilled designer but also a joy to work with. His friendly and approachable demeanor, coupled with a great sense of humor, makes the work environment productive but equally enjoyable. Aside from his career accomplishments, I am confident that Ricardo will contribute positively to an enjoyable working environment for any team he joins.

This interim reference is being issued at Ricardo's request, it is meant to confirm Ricardo's ability to continue contributing and excelling in his role, and I look forward to seeing his career at Everest Engineering grow.

Sincerely,



Pilar Esteban
Director of Product, Design, and Collaboration

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 **Do not contact**

Due to ongoing work contract, please speak with Ricardo Gerstl before contacting.