

Barcelona, August 28, 2025

To whom it may concern:

Through this letter, NEXTLINK SPAIN, S.L. is pleased to strongly recommend Mr. Denis Trebula, who has been part of our company from February 2022 until August 2025. He initially joined as a **Mobile Software Developer**, and throughout his tenure progressively took on **greater technical and coordination responsibilities**, actively contributing to the organization and leadership of initiatives within the company.

Denis has **successfully led three key projects**, including one in which he was responsible for **training and leading two team members across Spain and Austria**. He has consistently demonstrated a **high level of autonomy**, requiring minimal management oversight while **delivering excellent results**.

His manager and colleagues have consistently recognized Denis as a **key member of the team**, praising the quality of his work, his strong **sense of ownership**, and his ability to **engage effectively with stakeholders across the organization**.

Unfortunately, Denis's collaboration at NEXTLINK had to come to an end due to the conclusion of the project. While we explored possibilities for reassignment within the company, it was not possible to find a suitable placement at this time. Denis leaves with our full recognition of his **professional value, strong skills, and contributions**, and we sincerely regret his departure.

NEXTLINK SPAIN, S.L. wholeheartedly recommends Mr. Denis Trebula as a **top-level professional**, capable of leading international projects, integrating and mentoring distributed teams, and adding both strategic and technical value from the outset. We are confident that he will be a key asset to any organization seeking excellence in software development and project execution.

For further information, please contact us at **hr@next-link.ch**.

Sincerely,

Yacine Bouamrioune

NEXTLINK SPAIN, S.L.

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