

February 09, 2024

To: Whom It May Concern,

I am pleased to write this letter of recommendation for Andrey Glushchenko, who served as a Project Director at Exaterra Ltd. during his tenure with our company and then while working on a contract with his company AG IT Consulting LLC. As the CEO of Exaterra Ltd., I had the privilege of working closely with Andrey and witnessing his exceptional leadership, strategic thinking, and dedication to excellence.

Andrey played a pivotal role in the development and production of prototypes of high-performance L2/L3 network switches, as well as software development for them, leading cross-functional and multinational teams with remarkable efficiency. His ability to manage complex projects from initial concept to mass production was instrumental in driving innovation and ensuring on-time, within-budget project execution. His expertise in vendor negotiations, risk assessment, and financial management made him an invaluable asset to our organization.

Beyond his technical capabilities, Andrey demonstrated outstanding communication and stakeholder management skills. He effectively coordinated with clients, suppliers, and internal teams to align project goals and expectations, fostering collaboration and trust throughout the process. His ability to navigate challenges with a solution-oriented mindset set a high standard for the entire team.

I have no doubt that Andrey will be a tremendous asset to any organization he joins. His technical acumen, leadership qualities, and commitment to excellence make him a highly qualified candidate for any senior project management role. I highly recommend him without hesitation and would be happy to provide further details if required.

Sincerely,



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