

Name

Johan Persbeck

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Letter of Recommendation

To whom it may concern

Victor Varland, born 4th May 1986, has been employed at Cybercom during the period 2008-06 to 2010-12. Victor early proved himself, as a very competent and clever consultant. Victor was assigned to work with one of the world's largest "App-stores" at the time: Sony Ericsson PlayNow. Victor was highly appreciated for both his web development skills as well as interpersonal skills. Victor established himself in the group in a very natural and pleasant manner. Victor was respected and could easily work with both juniors and seniors and quickly became a frequently requested software developer within Cybercom.

One of Victor's best qualities is his hands-on approach to solve new problems. Victor where occasionally put into positions where he had to act as "the expert" within certain areas. While many other would be hesitant to such challenges Victor walked the extra mile for customer satisfaction. An example of this was when Victor was sent to Bucharest to support Ericsson in their datacenter for the World Cup in Football 2010. Victor gave up personal time and weekends to manage the systems to make sure availability.

Victor's combines strong commitment in conjunction with high technical and personal skills and I therefore bring my highest recommendations for Victor.

Johan Persbeck

Business Area Manager

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