

# Letter of Recommendation

## For Marek Dopiera and Unoperate

Marek Dopiera and Unoperate have been supporting Codility between 2019-09 and 2020-12. Throughout this consulting engagement and as result of their expertise, Codility has benefited in the following way:

- Codility's engineering department has matured and implemented best practices in software development, ie. setting non-functional requirements standards, increasing pragmatism by using more off-the-shelf solutions, increasing transparency with respect to teams' progress and tightening cooperation between them.
- We have made a number of high-level technical decisions supporting reliability and scalability of our platform, ie. setting a roadmap for increasing scalability, establishing a proper release process and modernizing monitoring and deployment tools.
- We have improved our security and compliance and obtained SOC2 Type 1 certification.

Marek Dopiera and Unoperate were a reliable partner to us exhibiting strong commitment and technical leadership. I wholeheartedly recommend them for complex infrastructure and software development consulting engagements. Please do not hesitate to get in touch with me at [natalia@codility.com](mailto:natalia@codility.com) if you would like to discuss my reference in more detail.

DocuSigned by:  
*Natalia Panowicz*  
CE0E4C8E097E450...

Natalia Panowicz

CEO

2021-03-08