



To whom it may concern,

I am pleased to introduce you to my experience working with Artem Meshcheryakov.

I have had the pleasure of watching Artem flourish within the four months I worked with him part-time. His versatility, coachability, and relentlessness to step out of his comfort zone was prime example of valuable team member that grew to become integral to the company's operation. Artem successfully completed high-quality international market research reports, committed to a weekly schedule of submitting said reports, and used the data collected to grow our brand catalog. Moreover, he communicated with his adjacent teams to further instruct on their tasks, such as newly brand-onboarded - product uploads and new content/keyword research related to said brands.

Given that this internship was his first experience in a team/company setting, he performed outstandingly and showed tremendous potential and great promise for a successful career in whatever field he chose to pursue. Due to his multi-disciplinary nature, Artem can excel in whatever he applies himself to. This

is because hard work always outruns talent, and he is the definition of "Effort is not a problem." On his onboarding day, he researched in advance the fields he would tap into and wanted to hit the ground running. Other than the hard skills he developed, such as professional proficiency in Asana and Shopify and excellent research skills. His soft skills are, if not more, admirable. Artem never finds himself content with his work product and makes sure he's ever-evolving because of the high standards he sets for himself. Given a task, he goes above and beyond to complete it successfully and promptly. When given feedback, Artem always took it in a stride, applying it immediately and finding ways to innovatively solve problems he was not previously offered solutions for. Artem's attitude and personality made for a beautiful team-building environment; unproblematic, focused and engaged in the team spirit simultaneously. Given the opportunity, I would hire Artem in a heartbeat; any amount of time or resources invested into his career growth and skill upgrade is well worth it. He is the true definition of an unpolished gem, eager to reach its full potential. He is fully autonomous and would thrive in an anti-micromanagement environment.

If you want to learn more about Artem, please feel to reach out to me at:

asmaa.elborki@ezmey.co

Sincerely,

Asmaa El Borki

Founder & CEO

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A handwritten signature in black ink, appearing to read "Asmaa El Borki".

Signed Oct 5th 2022