

Herr
Nemanja Kostic
Bachmannweg 41
8046 Zurich

30. August 2008

Reference for Nemanja Kostic

Nemanja worked in Youngculture AG from 09.10.2003 until 30.06.2008.

He first started working in Youngculture office in Belgrade, Serbia. He was the first employee there. Even though he was a Java developer and his daily tasks were related to Java/JEE programming, he helped build the entire company in Serbia. Youngculture in Serbia has now over 150 people. Lots of this success can be contributed to Nemanja.

I realized that Nemanja has a huge potential and I offered him a position in Youngculture head office in Zurich. Nemanja continued to lead several projects for our biggest customers (Vontobel and Helsana).

His social and personal skills are superb. I could always send him to our clients without worrying, as I know that he would represent us in the best possible light.

As an excellent engineer, Nemanja kicked off few projects on his own (Smith CF Engine and Avalanche web framework). These projects were successful and brought us additional visibility on the Swiss IT market.

I am truly sad that Nemanja is leaving. I understand that he has reached the limits of Youngculture and that he needs more space to advance his career. His great engineering and interpersonal skills will be missed very much.

I wish him all the best and hope that one day we would work together again.

youngculture AG



Marco Zoppi
CEO