

LETTER OF REFERENCE

To Whom It May Concern,

I am writing to provide a strong and unreserved recommendation for Albin Saraci, who served as a Frontend Developer on one of the most demanding and nationally consequential projects our company has undertaken.

In February 2025, Kosovo's Central Election Commission faced a serious institutional crisis. The Election Results Management System (ERMS) failed during the parliamentary elections, generating confusion, uncertainty, public mistrust, and reputational damage. With local elections approaching in October and no viable technical solution in place, our company (Arcus) was contracted in August to design and build a completely new ERMS from scratch.

We had nine weeks.

Within that timeframe, our team designed, built, tested, and deployed a modern, secure, reliable, and scalable Election Results Management System that functioned flawlessly in both the local and subsequent parliamentary elections. The system performed under national scrutiny and high operational pressure without failure.

Albin was a key contributor to this outcome.

Given the compressed timeline, our team operated under extreme constraints, frequently exceeding 80 working hours per week. Despite the sustained pressure, Albin consistently demonstrated outstanding technical competence, precision in execution, and strong ownership over his domain. His frontend work was structured, performant, and aligned tightly with backend architecture and security requirements. He required minimal supervision and maintained high delivery velocity without compromising quality.

Equally important, Albin's professionalism and reliability stood out. He was consistently punctual, highly responsive, and demonstrated a level of commitment uncommon for his experience level. He approached challenges with composure and maturity. Under

circumstances where many would have deteriorated in focus or morale, he remained stable and constructive.

Beyond technical ability, Albin contributed positively to team dynamics. In a high-stress national project, his warm and humorous character provided balance and relief, helping maintain cohesion and morale across the team.

I endorse Albin without reservation. He combines technical skill, work ethic, reliability, and interpersonal strength in a way that makes him a genuine asset to any serious and capable organization. Any company that requires a disciplined, high-performing frontend developer would benefit from his contribution.

For further information, I can be contacted directly at: behar.fazliu@arcusec.com

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Behar FAZLIU

Chief Executive Officer

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