

December 2015

To Whom It May Concern:

Nemanja Kostic is employed in Group Enterprise Architecture department of Zurich Insurance Company, from February 2015. I am his mentor from the beginning of his engagement in this role. He has taken over the position of a Head of Group Application Architect. As I am working closely with Nemanja, I can best discuss the qualities and accomplishments that Nemanja brought to Zurich.

Nemanja is a self-starter who require very little supervision. He was informed about and interested in the enterprise architecture and strategic direction of Zurich from the first day. This helped him in designing direction of global application architecture as well as supporting creation of strategic roadmaps and target application landscapes. He has contributed to establishing reference architectures, creation of architecture repository, inception of communities of practice and raising awareness of enterprise architecture in Zurich. I perceived him as a trusted advisor and a very experienced architect.

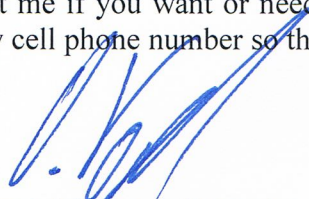
His career led him from being a solution architect on a regular employee level, over being an enterprise architect on a senior employee level and now to being the Head of Group Application Architecture as an executive employee.

Nemanja is a good colleague to his coworkers and always shared ideas to help others manage their work/departments. His kind personality and great social skills helped him in increasing his network within the company in a very short period of time.

I highly recommend Nemanja to any new employer.

Please contact me if you want or need additional information. I have enclosed my email, office phone and my cell phone number so that you can reach me directly for follow-up.

Regards,
Oliver Vogel



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