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# Reference letter



Mr. Olivier Robert Maurice Laviale, born on 06.06.1977, was employed by Personio SE & Co. KG from 01.06.2023 to 31.10.2024. He started as Staff Engineer and from 01.08.2023 he was then employed as Software Engineer, L6.

Personio is the all-in-one HR platform that unlocks the power of people for small and medium-sized organizations. Trusted by over 12,000 organizations that together manage more than 1 million employees, Personio drives productivity for HR teams, managers and employees by improving HR processes and boosting employee experience. Our ever-evolving product makes Personio a clear choice for organizations looking to upgrade their people platform for now and the future.

## **Mr. Laviale's responsibilities in this role included:**

- Leading high-impact and large-scale technical projects across the tribe and domains
- Continuously raising the bar for engineering at Personio by role modeling and mentoring engineers across the tribe and interviewing and hiring new talent
- Driving high-performing teams and maximizing collaboration between these teams
- Proactively seeking out new areas/common problems to be tackled by my tribe
- Delivering the payroll solution for the ITSG audit on the following topics: KUG, Midijob, YTD import, Surcharges, Salary Proration methods, Health Insurance Providers, and the transition to Legal Entities and Permanent Establishments
- Leading several projects:
  - Migration of customers to Legal Entities and Permanent Establishments.
  - Tackling the tech-debt related to the transition to Legal Entities and Permanent Establishments
  - Removing the usage of Health Insurance Providers at the company level
  - Removing feature flags.
  - Creating troubleshooting pages for frequent configuration errors
  - Creating an automated system to count the number of employees participating in payroll each month, integrated with our billing solution, that replaced the fastidious and error-prone manual work
  - Fixing the usage of multiple custom compensations that were not tracked or reported correctly during the generation of gross to net documents.

- Participating in the hiring process with a focus on the coding challenge

Mr. Laviale possesses comprehensive, wide-ranging specialist knowledge, which he was always able to apply confidently and skilfully in practice. He continuously and successfully expanded and updated his in-depth specialist knowledge to the benefit of our company by regularly attending events to further his education.

Due to his precise analytical ability, he was always able to understand complex situations immediately and to find good solutions straight away. Mr. Laviale always worked using his own initiative and fully identified with his responsibilities and our company at all times. He displayed a high level of dedication and motivation. He always demonstrated resilience even in highly stressful situations.

He completed his tasks completely independently, extremely carefully and according to a well thought-out plan. He worked calmly, thoughtfully, in a target-oriented manner and extremely precisely at all times. He continuously impressed us both in terms of quality and quantity. Mr. Laviale was very reliable.

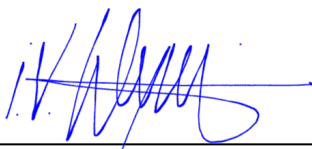
Due to his leadership qualities, he was a highly respected and popular line manager. His attitude towards colleagues was always open and friendly, but he also knew how to assert himself in difficult situations and how to motivate staff to good performance.

He always found good solutions for any problems which arose. The performance of Mr. Laviale always earned our complete recognition in every respect.

He was respected by everyone for his friendly and well-balanced demeanor. He was always helpful, courteous, and where necessary, he put the interests of others before his own. His personal conduct towards his line managers, colleagues and clients was always impeccable.

Mr. Laviale leaves our company at his own request with effect on . We regret his departure, as we will be losing a good employee. We would like to thank him for his consistently good performance and wish him all the best and every success in his future professional career and private life.

Munich, 31.10.2024



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i.V. Silvia Maria Wasmaier  
People Operations Partner  
**Personio SE & Co. KG**