



THE ADECCO GROUP

Adecco

Spring
Professional

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+ CLARK

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Work Certificate

Mr Matej Kala, born January 2nd, 1989, joined the Adecco OnSite at our customer Syngenta Crop Protection AG, on interim assignment from July 1st, 2020, until December 30th, 2022, as a **Synthetic Research Chemist**.

Mr Kala has many years of professional experience in his subject area and in this role, his main duties included:

- Carrying out planning and execution of chemical reactions in the lab
- In particular process optimization of an insecticide development candidate
- Substantial contributions were made considering that he was the only one responsible for this project in the lab.

We were very satisfied with the performance of Mr Kala. He always achieved excellent results thanks to his strong quality-minded approach to work. He always steered work processes successfully thanks to his good organizational and planning skills. He coordinated and carried out a wide variety of tasks and project components with great success, even under difficult conditions, and remained focused on objectives and results. The qualitative and quantitative conditions were met to our complete satisfaction. Mr Kala set priorities wisely and always kept an overview even when the pressure of work was high, and tasks were difficult. He always took the concerns of the customer very seriously. He recognized needs quickly, developed appropriate solutions and was extremely successful in implementing them. He ensured that customers received sound advice and support, always ensured that agreements were kept, and always achieved an outstanding level of customer satisfaction. Mr Kala immediately recognized problems in his area of responsibility and provided excellent contributions to their resolution.

He completed his assigned duties in a manner that was at all times always reliable, fast, self-reliant, innovative, and exemplary. Even in the face of very high requirements Mr Kala remained focused on objectives, worked with great commitment, and always gave an outstanding performance. He continuously worked toward the achievement of agreed objectives and commitments and showed a very good and sound understanding of the department strategy. We found him to be an extremely engaged member of the team, who always took the initiative and was exemplary in the commitment of his area of duties. He fulfilled his duties with an enormous sense of responsibility and always took into account the consequences for the department. He made decisions to solve problems based on clear information, considering the department-specific objectives. Possible solutions and alternatives were always verified meticulously. Mr Kala was able to adapt very well to new situations and made valuable contributions to change processes. He remained calm and reliable even under high/varying stress and was always able to cope with demands.

We found Mr Kala to be extremely friendly, courteous, polite, and receptive. He supported teamwork and his loyalty and valuable collaboration were recognized and very much appreciated by superiors, colleagues, and customers alike. He was always able to make a reliable assessment of employees, develop their abilities accordingly, and help and motivate them to achieve their objectives. He resolved conflicts of interest and interpersonal situations very capably and appropriately to the situation.

We very much regret the departure and would like to thank him for the valuable contribution and wish Mr Kala all the best for the future.

Basel, December 30th, 2022

Adecco Human Resources AG

Fabio Antonelli
Deputy Head OnSite Syngenta

Ana de los Santos
Consultant Key Account OnSite Syngenta