



EUROPEAN SERVICE NETWORK  
Galerie Ravenstein 4  
1000 Bruxelles

Brussels, March 3<sup>rd</sup> 2018

**Letter of reference**

To whom it may concern,

Richard Cop has worked at ESN between July 2010 and March 2018 as a senior web designer and front-end developer. Richard's missions encompassed the development of a wide range of products. He started with the production of graphic design and front-end development, and extended his activities to front-end scripting (JavaScript), CSS development and CMS integration (Drupal). Beside those core activities, Richard participated in the production of video animations, 3-D animations and many other multimedia products.

Richard is a creative person who is able to design high-end solutions within tied timeframes, from the high level product design to the selection of appropriate technical solutions and final implementation. Keen to learn continuously, Richard doesn't hesitate to jump into new technologies when the need arises, so that he keeps updated with the most recent trends in in digital design and development.

He is able to work autonomously to complete the different missions he is in charge, as well as interacting with other team members when collaboration with different profiles is required.

Richard is an enthusiastic collaborator, motivated, team player, and reliable. We could always count on Richard's flexibility to deliver high-end, creative products within tied deadlines.

As regards the qualities mentioned above, I have no hesitation to recommend Richard.

Any additional information can be requested by phone (+32(0)478 27 44 32) or by email ([jsa@esn.eu](mailto:jsa@esn.eu)).

Jean-Christophe Saintenoy  
Head of Digital