



Interim Reference

Mr Peter Sechser has been employed in our enterprise since 1st September 2014 in the EMEA Sales Channel - Cloud Service Providers department.

Red Hat is the world's leading provider of open source software solutions, using a community-powered approach to provide reliable and high-performing cloud, Linux, middleware, storage and virtualization technologies. Red Hat also offers award-winning support, training, and consulting services. As a connective hub in a global network of enterprises, partners, and open source communities, Red Hat helps create relevant, innovative technologies that liberate resources for growth and prepare customers for the future of IT.

In his position as CCSP Program Manager Mr Sechser was mainly responsible for the following tasks:

- define, document and implement related internal operational processes
- define, create and maintain internal program communication
- create collateral and video tutorials for self service training of internal and external audiences
- educate Red Hat CCSP EMEA team members and field sales in countries
- educate & enable CCSP Distributors
- cooperate with legal, regional operations, support and Red Hat Business Units to ensure processes and communication
- support of field sales during engagements with CCSP prospects
- analyse prospects' and/or partners' go to market and potential pricing challenges and advise how to resolve
- advise on how their go to market fits into Red Hat's CCSP program
- recruit new CCSP partners
- program education of prospects
- negotiate legal and business terms with prospects and special bid non-standard business scenarios
- sign-up of new CCSP prospects
- create self-service education and onboarding portal for use by CCSP distributors and CCSP prospects

Mr Sechser possesses excellent specialist knowledge extending far beyond the mainstream, which he always applies to our business processes in a most effective and beneficial manner. Mr Sechser always works extremely professional and team focused. He never takes the easy route but always the correct one for each scenario or project. He is an outstanding individual and his skills have always and in every aspect earned our recognition. He continuously and very successfully

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expands and updates his extensive specialist knowledge to the benefit of our company by regularly attending events to further his education.

Due to his very good perception, he is always able to understand complex situations immediately and to find very good solutions right away. Mr Sechser always works in a highly proactive manner and completely identifies with his tasks and our company at all times. He always displays an impressive level of dedication and motivation. In situations with extreme stress, he always displays exemplary resilience.

He always completes his tasks completely autonomously, with much diligence and according to a well thought-out plan. He always works serenely, thoughtfully, target-oriented and extremely precisely. He continuously impresses us particularly in terms of quality and quantity. Mr Sechser shows an extremely high level of reliability.

He is always able to find excellent solutions for all problems. Mr Sechser has been responsible for numerous successes during his time within the CCSP business. The performance of Mr Sechser does always and in every respect earn our full recognition.

He is respected by everyone for his consistently friendly and well-balanced demeanour. He is always helpful, courteous, and where necessary, he puts the interests of others before his own. His personal conduct with superiors, colleagues and clients is always exemplary and loyal.

This interim report is provided for Mr Sechser as he took on new responsibilities in the EMEA OPS Customer Data department as of 1st August 2019. We would like to thank him for his consistently very good performance in the past, and are looking forward to a positive continuation of his employment.

Grasbrunn, 15 January 2020

Red Hat GmbH



Miriam Beitzer
Human Resources Advisor