



Cliq Media & Marketing Limited t/a 3B1  
First Floor Unit C2 Donnybrook Commercial  
Centre Cork T12 HPV4  
Phone: 021-2348038  
VAT:IE-3568710HH

To Whom It May Concern,

During Joe Winfield's employment at 3B1 as a web project manager he worked on various projects and we found him fantastic to work with.

Joe was able to work to deadlines, communicated effectively with clients and managed and delegated work effectively to the internal development team. He gained valuable experience and demonstrated great skills using tools such as:

- Adobe suite
- Figma
- Clickup
- Google Workspace

I would have no hesitation in recommending Joe.

Thank you.

Regards,

A handwritten signature in black ink that reads 'Mark Flavin' in a cursive script.

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Mark Flavin  
CEO  
3B1