

## Letter of Recommendation

To Whom It May Concern,

It is with great enthusiasm that I recommend Mr. Florin Bodea, who has been serving as the bar manager for the Zaiafet pe Luna festival, the 1st zero waste festival in Romania. Our professional collaboration began in 2022, when Florin embraced the challenge of developing Romania's first zero-waste bar within a festival setting. Despite the novelty of this challenge, Florin approached it with detailed research and a calculated strategy, prioritizing sustainability without compromise. Together, we started reimagining the bar menu, transforming classic beverages into healthier products for both people and the environment. During the 3 editions of the festival, Florin demonstrated exceptional skills, professionalism, and a deep commitment to sustainability and innovation, making a significant impact on our event's success.

Florin has developed a bar menu featuring 100% natural products with low environmental impact. This initiative not only maintained cost efficiency, but also resulted in an impressive footprint of only ~4kg of waste for 2,000 participants over three days. This remarkable achievement showcases his ability to balance ecological responsibility with operational pragmatism.

As a leader, Florin managed the bar team with professionalism, clarity and good communication skills. He conducted comprehensive training sessions, effectively communicated the zero waste concept, and optimized work procedures to enhance efficiency of the workflow. His approach ensured the team was well-prepared and aligned with the festival's values.

Florin also optimized logistical processes, enabling the bar to operate at full potential. Post-event, he generated detailed performance reports that provided valuable insights into sales, menu optimization, and customer preferences. These reports allowed for precise inventory management and increased profitability while ensuring customer satisfaction.

Under his management, the bar's profitability grew by over 35% compared to the previous year. This outstanding result underscores Florin's exceptional management and sales abilities, as well as his problem-solving mindset.

Florin's passion for business, combined with his dedication and reliability, sets him apart. He fully commits to projects entrusted to him, consistently making decisions that favor the business. His hardworking nature, optimistic energy, and motivational leadership inspire those around him. Florin is known for assigning tasks with clarity and maintaining a long-term vision, fostering a productive team environment.

Beyond his bar management responsibilities, Florin has actively contributed to the festival's marketing team. His passion for budget optimization, effective advertising, and functional sales strategies is evident in his intuitive approach and continuous development in this area. I've always looked for rapid growth and adaptability in my team, Florin being one of the best examples to prove this.

In conclusion, Florin Bodea is a visionary and a dedicated professional. I wholeheartedly recommend him for any mission he chooses to pursue, confident that his skills and passion will bring immense value.

Sincerely,

**Andra Borz**

Founder of *Zaiafet pe Lună- Zero Waste Festival*



A handwritten signature in black ink, appearing to read 'Andra Borz'. The signature is fluid and cursive, with a long, sweeping horizontal stroke at the end.