



Bogdan Krzysztof Skrucha
Spakenburgsestraat 26
2574 JV Den Haag

Waddinxveen, June 13, 2025

Subject: Certificate of employment

It is my pleasure to write this reference letter for Bogdan Skrucha. Bogdan has strengthened our company with his excellent work performance and dedication, but most of all with his talent for continuous process improvement.

Bogdan Skrucha, born on 04-12-1976 and currently living in The Hague, has covered the position of Team Leader Inbound within the distribution center of Intertoys B.V. in Waddinxveen during the period 01-04-2020 to 15-08-2025 with a full-time employment contract.



As Team Leader Inbound, Bogdan was responsible for:

- Distributing daily tasks and acting as a point of contact for the inbound team;
- Identifying and solving problems in the workflow in a timely manner;
- Contributing to projects to continuously improve logistics processes and working methods;
- Monitoring KPIs and making adjustments where necessary.
- Operational management, guidance and coaching of the work floor.

Throughout his tenure, Bogdan has fulfilled his duties with great responsibility and professionalism. He has demonstrated an exceptional work ethic and a strong ability to achieve goals. Bogdan has always been willing to go the extra mile and has proven to be a valuable member of our team.

We are therefore grateful that Bogdan managed to shorten the lead time of the Inbound process to less than 3 hours per shipment.





In addition, Bogdan has excellent communication skills, both verbal and written. He has proven to be a reliable and flexible employee, who functions well in a team. Bogdan Skrucha has quickly adapted to new situations and has contributed constructively to the growth and development of Intertoys B.V.

I therefore highly recommend Bogdan Skrucha for future positions where his skills, commitment and professional attitude will be of great value.

Yours sincerely,

Intertoys B.V.

Arnoud van Keulen

Site Manager

