

# EXPERIENCE & RECOMMENDATION LETTER

Profitable Media

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March 25, 2026

To Whom It May Concern,

## ABOUT STEFANI

This letter confirms that Stefani Satiro served on our team at Profitable Media, beginning as Executive Assistant to our Co-Founders and evolving, through demonstrated excellence, into our Operations Coordinator. A role she did not receive, but grew into entirely on her own merit.

Stefani came into an organization being built in real time. No established playbooks, no clean handoffs, no margin for error. She thrived in exactly that environment. Across People Operations, Financial Operations, Revenue Operations, legal documentation, and vendor and contractor management, she brought structure where there was ambiguity, ownership where there was uncertainty, and consistency where the pace was relentless.

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## TRUST & DISCRETION

**She is someone you can trust completely.**

If your organization handles sensitive data, high-level relationships, confidential financials, or legal documentation, Stefani has done all of it, and she has done it with a level of discretion that never had to be asked for. It was simply her standard. In an era where trust is the scarcest resource in any organization, that is not a soft skill. It is a strategic asset.

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## IMPACT & RELIABILITY

What made her irreplaceable was not any single function she owned. It was what happened around her. She became the go-to person for every problem, from every direction, at every level of the organization. Co-Founders, managers, contractors, clients across multiple countries and time zones, everyone gravitated to Stefani when something needed to be resolved. Not because it was her job. Because people trusted her to understand the full picture, find the right path, and execute without drama or delay.

There were stretches that felt like 100-hour weeks. Not once did anyone wonder whether the work would get done. Deadlines were not negotiable with Stefani. They were simply met.

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## ADAPTABILITY & GROWTH

She operated in one of the most demanding professional environments that exists today: a fast-scaling martech and tech startup, where the tools are cutting-edge, the expectations are high, and the pace punishes anyone who cannot adapt. Stefani did not just adapt. She absorbed. New platforms, AI-driven workflows, complex SaaS ecosystems, she moved faster than people with years more experience, and over time, she did not just match our pace. She

raised it.

What I admire most about her, beyond all of this, is how she thinks. She noticed gaps before they became problems. She proposed improvements before anyone asked. She spotted the cognitive dissonance in a process, the place where what we said we did and what we actually did did not match, and she fixed it, quietly and completely. That kind of proactive, systems-level thinking, combined with the emotional intelligence to navigate a deeply multicultural remote team with empathy and grace, is extraordinarily rare. You do not find it on a resume. You recognize it after working with someone for a while, and then you never forget it.

**She became, in every real sense, the heart of our company.**

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**A NOTE FROM A HIRING MANAGER**

As someone who has hired over 1,000 professionals across operations and executive support roles, I have developed a clear pattern for what I look for at this level: I look for people who make everyone around them better. It is the rarest quality in any team, and it cannot be trained. Either someone has it or they don't. In my entire hiring career, Stefani ranks in my personal top 5 for this quality. That is not a statement I make lightly.

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**CLOSING**

Stefani's departure was her own personal decision, a return home to pursue her long-standing passion for Law. We supported it fully. We also felt the gap immediately.

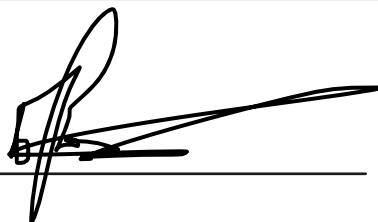
Whoever brings Stefani onto their team is not just hiring an exceptional operator. They are gaining someone who will understand the mission, protect the organization, elevate the people around her, and deliver, regardless of complexity, urgency, or ambiguity. That combination, in my experience, is one in a thousand.

She has my strongest and most personal recommendation. I say that without qualification.

Please feel free to reach out if you would like to speak further.

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Sincerely,

A handwritten signature in black ink, appearing to read 'Bogdan Ristic', is written over a horizontal line. The signature is stylized and fluid.

**Bogdan Ristic**

Hiring Manager

Profitable Media

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