

## **Recommendations / 360 degree Feedback:**

Please see the following recommendations (43 in total) out of my business profile on LinkedIn:

<http://www.linkedin.com/in/stephanheerklotz>

### **Recommendations for position: Senior Lead Etail**

#### **Haufe-Lexware / Haufe.Group**

10 visible recommendations for this position (1 boss, 2 co-worker, 6 customers, 1 contractor):

„Dear Stephan,

It has been an absolute pleasure collaborating with you over the past 1.5 years. Your role as Senior Lead Etail at Lexware has been instrumental in our successful partnership, and I am grateful for the opportunity to express my appreciation.

Stephan's expertise and dedication have significantly contributed to our achievements, particularly in elevating Lexware to one of the most successful software Accounts on [notebooksbilliger.de](https://notebooksbilliger.de). His trust in our collaboration and strategic insights have been invaluable, consistently guiding us to make informed decisions and effectively negotiate budgets for our utilization. Moreover, Stephan's collaborative spirit and approachable demeanor have made our partnership both productive and enjoyable. He exemplifies the qualities of a true team player and leader in the e-commerce sector.

In conclusion, I highly recommend Stephan for any future collaborations. His expertise, integrity, and commitment to excellence make him an invaluable asset to any organization.

Thank you once again, Stephan, for your exceptional partnership. I look forward to the possibility of working together again in the future.

Warm regards,

Albina Gashi“

February 26, 2024, Albina was a customer of Stephan at Haufe-Lexware  
1<sup>st</sup> [Albina Gashi](#) Product Manager bei [notebooksbilliger.de](https://notebooksbilliger.de) AG

“I personally know Stephan for almost 7 years now and it is a real pleasure working with him. We started with his former position at [softdistribution](https://softdistribution.de) till to our todays Senior Lead Etail at Haufe Group (Haufe-Lexware). Stephan helped us to increase our business significantly. His business knowledge combined with the personal attitude and empathy makes him to kind of special character, very positive, dynamic and powerfull professional. Furthermore he identifys possible revenues and/or problems in the Economy workaroud. In example, we build together a hybrid solution regarding physical Software products on Amazon Marketplace to be more independet and changed structures on our webstore after his strategy input on possible optimzations of our website and CX-structures. I like the way he works as he is always willing to go that extra mile to enhance boths businesses. I am looking forward to working with him the next couple of years and can recommend him as highly valuable for any organisation within the IT branch.“

February 23, 2023, Andre was a customer of Stephan at Haufe-Lexware  
1<sup>st</sup> [Andre Altmann](#) Geschäftsführer bei [Originalsoftware.de](https://originalsoftware.de) GmbH & Co. KG

“I had the pleasure of working with Stephan for 4 years and can confidently say that he is one of the most competent and reliable B2B partnermanager I’ve ever worked with. Stephan has the ability to quickly and expertly implement ideas and projects in the IT business. His work ethic is unparalleled, and he is always willing to take on new challenges. I have found him to be an extremely dependable and professional partnermanager, and I am certain that he always strives to provide the best for his company and clients. I wish Stephan continued success in his career, and I am confident that he is an indispensable part of the IT channel.”

February 23, 2023, Sascha was a customer of Stephan at Haufe-Lexware

1<sup>st</sup> [Sascha Burgardt](#) Sen Business Development bei Cyberrisk, Dyrisk

“Ich habe mehrere Jahre zusammen mit Stephan bei der Haufe Group gearbeitet. In dieser Zeit habe ich ihn immer als umsetzungsstarken Macher erlebt. Es benötigt nur wenige Information und Stephan gelingt es leicht die gestellte Aufgabe richtig einzuordnen und zu lösen. Sprichwörtlich kann man ihn „ins kalte Wasser werfen“, auch in sehr kaltes. Bei all seinen Macher-Qualitäten verliert er strategische Gesichtspunkte nicht aus den Augen und geht planvoll, professionell und ergebnisorientiert vor. Diese Fähigkeiten sowie seine umfassende Fachkompetenz wird auch von seinen Kunden geschätzt, ebenso sein verbindliches, sympathisches und humorvolles Wesen und Auftreten.“

June 16, 2019, Jens worked with Stephan at Haufe-Lexware

1<sup>st</sup> [Jens Olberding](#) Agile Coach für Führung, HR und Recruitment bei agile Macher

“I hired Stephan for the Senior Key-Account Manager Etail role at Haufe Group (Haufe-Lexware) and had the pleasure working with him for almost two years. Stephan drove the Etail-business in my Business unit, especially the Amazon part, to a new level and became an absolut expert in data-driven marketing and etail sales. He is highly passionate, absolutly reliable, an enthusiastic sales expert and able to build strong relationships. In addition he always pushes himself out of the comfort zone. I really enjoyed working with him and can highly recommend him as a person with his personality on top of his profession.“

May 15, 2019, Marco managed Stephan at Haufe-Lexware

1<sup>st</sup> [Marco Coriand](#) Vice President Global Sales Corporates bei crossinx GmbH

“I work together with Stephan as a Haufe-Lexware partner for two years now. Stephan stands for a close collaboration with his partners to work on a long term strategic development. Although he never misses short term business opportunities by fast and brave decisions. It is amazing how deep Stephan is able to go into details - espacially in (performance-)marketing and it makes our business relationship very pleasant that he thankful and open minded allows course corrections if necessary. I am looking forward to work together with Stephan on our long term goals and direct our software business into a service oriented future.”

March 27, 2019, Matthias was a customer of Stephan at Haufe-Lexware

1<sup>st</sup> [Matthias Rogat](#) Category Lead Microsoft, Software & Gaming bei notebooksbilliger.de AG

“If you are looking for “the sales personality” stop looking — you've found him! I have the pleasure to work with Stephan since two years now. Stephan is an absolute professional in all kind of e-commerce and partner driven businesses. His open-minded and positive attitude is not only helping to develop a positive outcome and partner relationship but also to exceed expectations by far. Equally, it is a pleasure for our mutual Accounts to work with such a pro-active and keen personality. I value him for his creativity and super structured preparations for various demands. And last but not

least I have to say it is a lot of fun to work with Stephan because of his unique humor and positive mindset. I can highly recommend him for any sales or business development role. Please feel free to contact me for further information.“

March 25, 2019, Zlatko worked with Stephan at Haufe-Lexware  
1<sup>st</sup> [Zlatko Zdravkovic](#) Senior Sales Manager Fachhandel bei Haufe-Lexware

“Stephan Heerklotz kennt sich im Software Etail hervorragend aus, als Ansprechpartner ist er fachlich kompetent und proaktiv. Egal, ob es um strategische oder operative Fragen ging - als Marketeer auf Seiten eines Online-Shops habe ich mit ihm immer konstruktiv und fair zusammengearbeitet.“

March 18, 2019, Sebastian was a customer of Stephan at Haufe-Lexware  
1<sup>st</sup> [Sebastian Küchenmeister](#) Teamlead Marketing & Media Relations bei Retresco

“I worked with Stephan in his role as Senior Key Account Manager Etail at Haufe-Lexware. I could rely on his commitments at any time. In addition, Stephan is a true Amazon expert who makes short-term decisions quickly and pursues a long-term strategy. He is characterized by his innovative work style, very broad network and deep knowledge. I am looking forward to our further cooperation and wish him continued success for the future.”

March 18, 2019, Mathias worked as a contractor with Stephan at Haufe-Lexware  
1<sup>st</sup> [Mathias Hausmann](#) Diector Sales and Marleting bei Salestron – Die Channel Management Suite

“I’ve had the opportunity to work with Stephan for nearly 6 years during my stint at Nexway. Over the years of our association, I’ve grown to appreciate both his professional working style as well as his acumen. We worked together on many accelerators in the Sales space as well as initiatives and customer evaluations. His experience as an accelerators as well as forming responses and opinions on the way forward for Sales strategy was always insightful. I wish him success in all his endeavors.“

March 18, 2019, Esther was a customer of Stephan at Haufe-Lexware  
1<sup>st</sup> [Esther Popp](#) Chief Sales Officer bei billwerk GmbH

## Recommendations for position: Sales Director

### Softdistribution GmbH

3 visible recommendations for this position (2 co-workers, 1 report):

“I thoroughly enjoyed my time working with Stephan.

He is a true team player - his drive, ambition and competence make him a valuable colleague and a very pleasant conversational partner, in business as well as in personal discussions.

He is a beneficial addition to whatever organization he goes to.

On a personal note: I will miss his unwavering good cheer in the company and hope that we can work together again in the future.”

February 2, 2017, Dennis worked with Stephan at Softdistribution GmbH

1<sup>st</sup> [Dennis K. Mendel](#) Team Leader Content bei Softdistribution GmbH

„I hired Stephan a year ago due to his excellent knowledge of the software- and B2B landscape as well as his very result focussed well structured and positive drive which he combines with his pursuit to success. It was a real pleasure to work with him as he demonstrated his strength in terms of negotiating, partnering and managing our customers in a very reliable and sustainable way. Beside this he was a great, open minded and figures oriented colleague with a positive charisma. Really a likeable and professional man. Unfortunately he decided to move on, so I am happy to recommend him for any sales leader role within the industry and would be happy to work with him again, anytime.“

February 1, 2017, Muhammet worked with Stephan at Softdistribution GmbH

1<sup>st</sup> [Muhammet Cetinkaya](#) Commercial Director bei Softdistribution GmbH

“Unfortunately, I had only a short time to work with Stephan, but during this time I had the chance to learn a lot of him. You can hardly wish for a better supervisor; self-confident, charismatically, cooperative but always focusing on performance. He is a very determined, well-structured and successful sales person and a highly motivating team-leader. I think his negotiation expertise underlined by his rhetorical skills is what impressed me most along our time at Softdistribution. I’m very happy to be linked to him both professionally as well as personally and hope to be able to work together with him in the future again.”

January 17, 2017, Dominik reported to Stephan at Softdistribution GmbH

1<sup>st</sup> [Dominik von Cetto](#) Senior Business Development Manager bei Softdistribution GmbH

## Recommendations for position: Director of Operations & Business Development

### S.A.D. Software Vertriebs und Produktions GmbH

2 visible recommendations for this position (1 business partner/contractor, 1 report):

“Stephan übernahm 2013 in unserer Firma (unter anderem) die Leitung unseres Außendienstes, in dem ich tätig war. Vom ersten Tag an brachte er frischen Wind in zuvor sehr eingefahrene Strukturen; was dem ein oder anderen ziemlich schnell eigene Defizite aufwies und zu Beginn nicht für jeden angenehm, für die folgende Arbeit aber äußerst effektiv und zuträglich war, um ein Arbeiten auf neuer, professioneller Ebene zu ermöglichen.

Stephan legte immer großen Wert auf ein positives, angenehmes und (im besten Sinne) forderndes Arbeitsklima, bei dem er die Vorgaben geschickt und ergebnisorientiert kommunizierte, um dem Team einen Auftrag anzuweisen und es zu Höchstleistung zu motivieren, den es mit Sportlichkeit umsetzte.

Ich schätzte Stephan sehr für seine Leichtigkeit, mit der er sein Wissen an mich weitergab und mir dazu verhalf, meine Arbeitsweise in Puncto Professionalität, Effektivität und Zielsetzung immens zu steigern - wohlgemerkt trotz einiger Jahre Berufserfahrung.

Für die Zukunft würde ich mir (und jedem anderen) einen Vorgesetzten wie Stephan immer wieder wünschen und hoffe sehr, eines Tages wieder mit ihm zusammenarbeiten zu dürfen.“

October 9, 2015, Tobias reported to Stephan at S.A.D. GmbH

1<sup>st</sup> [Tobias Herzog](#) Account Manager bei S.A.D. GmbH

“Since the beginning of our business relationship Stephan has demonstrated great initiative to open a new market for our product range. Stephan is a highly professional business partner who combines enthusiasm with efficiency to achieve strategically and operatively goals. With his bright wealth of experience and his pro-active and amazing attitude he has always found the best solution for all participants with measureable positive effects. He is an open- and performance-minded negotiating partner with a pleasurable repertoire of inventiveness and deep market experience. I can recommend him to anybody who is seeking for a strong business cooperation partner to develop and boost new or existing markets at the games and software branch. It is a great pleasure to collaborate with Stephan and I'm looking forward to our business activities in the future.”

March 30, 2015, Ali was a consultant or contractor to Stephan at S.A.D. GmbH

1<sup>st</sup>

[Ali Demirak](#) Head of Sales, Business Psychology (B.A.)

## Recommendations for position: Director Global Retail Sales

### TuneUp Distribution GmbH

18 visible recommendations for this position (2 boss, 2 reports, 3 co-worker, 11 partners):

„By the end of 2010 I promoted Stephan to Director Global Retail Sales. In this position he has been responsible for the world wide Retail distribution of the consumer software product "TuneUp Utilities".

Stephan is a very ambitious, strong-willed, pragmatic and objective focused leader. He has a strong knowledge of international retail markets and a great ability to manage and negotiate global key accounts”

January 16, 2013, Christoph managed Stephan at TuneUp Software GmbH (a company of AVG Technologies)

1<sup>st</sup> [Christoph Laumann](#), *Co-Founder and former Managing Director at TuneUp Software, Entrepreneur*

„Mit Stephan erhielt unser noch junges Team in 2007 Verstärkung durch einen zielbewussten und engagierten Sales Manager, der seinen Kunden- und Verantwortungsbereich kontinuierlich auf- und ausbaute und in 2010 aufgrund seiner Leistungen zum Director Global Retail Sales befördert wurde.

Abgesehen vom Jahr 2011, in dem wir in unterschiedlichen Business Units arbeiteten, reportete Stephan entweder direkt oder indirekt an mich und ich habe seine Arbeitsergebnisse stets sehr geschätzt.

Ich würde mich freuen zukünftig wieder mit Stephan zusammenzuarbeiten und kann ihn uneingeschränkt für Führungspositionen im B2B-Vertrieb empfehlen.“

December 18, 2012, Stephan managed Stephan at TuneUp Software GmbH

1<sup>st</sup> [Stephan Hechler](#), *VP Sales and Operations bei TuneUp Software GmbH*

“I have been in charge of the Marketing Department of TuneUp Distribution Germany and TuneUp Corporation US from 2006 to 2010 while Stephan has been in charge of Retail Sales and Business Partner Development.

I know him as strong manager, ambitious in growing business for his company and his business partners as well. I do my recommendation for his strong competence in Retail Sales in the field of International Software Industry and also for his personal skills and fair habits, such as progressive and pragmatic working, ambition, kindness and teamwork.” December 5, 2012

1<sup>st</sup> [Philip Krug](#), *Director of Marketing, TuneUp Distribution GmbH*  
managed Stephan indirectly at TuneUp Software GmbH

“Stephan is always available and open to listen how a target can be achieved. He is a manager who gives his attention to smaller markets as well.” December 3, 2012

1<sup>st</sup> [Savas Chalkidis](#), *Owner, AMY SA*

was with another company when working with Stephan at TuneUp Software GmbH

"I would like to hardly recommend Stephan's work and personality. When I worked at ABC Soft he was a great partner. He left me an unforgettable memory thanks to his professionalism and his kindness. It was a pleasure to work with him." December 2, 2012

1<sup>st</sup> [Julie Linden](#), *Marketing Assistant, ABC Soft*

was with another company when working with Stephan at TuneUp Software GmbH

"Stephan has not only an excellent eye for business opportunities, but also a very impressive knowledge and vast expertise in the IT market. He's a great person to work with: absolutely reliable and trustworthy, always striving for a successful partnership creating value for all members and finding solutions everyone profits from." December 2, 2012

1<sup>st</sup> [Katja Pryss](#), *Managing Director, Steganos GmbH*

was with another company when working with Stephan at TuneUp Software GmbH

"Stephan is a very experienced Director Sales with tremendous KnowHow in terms of Retail Channel Sales. I was working with Stephan since 2008 and value his seriosity, willingness and integrity for the employer he was working for." December 1, 2012

1<sup>st</sup> [Chris Melloh](#), *Senior Director Legal & HR, TuneUp Software GmbH*

worked with Stephan at TuneUp Software GmbH

"I negotiated an agreement with Stephan Heerklotz for my company to distribute TuneUp in France. Stephan was very profesional in this negotiation both protecting his company's interests and focused on finding ways to make this agreement happen. And it happened. Since I appreciate the day-to-day work with him. He has a very thorough understanding of the retail business, is very responsive on demands. In addition he has humor and is fun to deal with." December 1, 2012

1<sup>st</sup> [Laurent Schuhl](#), *Owner and CEO, Mysoft*

was with another company when working with Stephan at TuneUp Software GmbH

"I had the pleasure to work with Stephan developing together the software markets in the Spanish and Portuguese speaking countries for TuneUp. Stephan is extremely professional, but also very dynamic and open minded. He made it possible that we could more than double the business in year over year." March 30, 2012

1<sup>st</sup> [Ralf Germer](#), *Owner, 4M Iberoamerica*

was a consultant or contractor to Stephan at TuneUp Distribution GmbH

"Stephan is a knowledgeable and skilled individual with a strong creative streak combined with an excellent retail acumen. Trustworthy and reliable, Stephan would be a consistent contributor in any sales/business development capacity." March 5, 2012

1<sup>st</sup> [John-Erich Mantius](#), *Director Consumer Business, GFI Software*

was with another company when working with Stephan at TuneUp Distribution GmbH

"It has been a pleasure working with Stephan as he's is very skilled and knowledgeable. Moreover, not only is he well prepared, has superb ideas, creates plans and implements, he also allows for empowerment. He receives information, is quick to respond, has great feedback, plus direction but allows for creativity and freedom.

The work environment under Stephan is also extremely enjoyable. There are clear expectations, specific goals and rewards while allowing for revenue exploring. Additionally, Stephan always worked hard to push partnerships through internal processing and you felt you could depend on him. Based on the last two years of working with Stephan, I would recommend Stephan in any work environment as a Senior Sales Manager and/or as a Manager over others.

Sincerely,

Michael Yanez

Director Channel Sales North America, TuneUp

President, CE Channel Consulting" February 24, 2012

1<sup>st</sup> [Michael Yanez](#), *Director of N.A. Channel Sales, TuneUp Distribution GmbH*  
reported to Stephan at TuneUp Distribution GmbH

"Fast Track, business savvy, speaks multiple languages; technology advanced, and has great US market knowledge. Did that capture your attention? Is this person too good to be true? Absolutely not, this is to recommend Stephan Heerklotz to you, and I do so with great pleasure! I am a colleague of Stephan Heerklotz, currently in Germany, while I am a Staff Accountant employed here in the US. I have had the enjoyment of working with Stephan who can do everything: operations, accounting, and management. He has been very helpful with our business transactions. He can match any juggler with all the multi-taking that he does each day! I can assure you that you would be very fortunate indeed to have him on your team. He is the most versatile employee that you can find. His professional excellence coupled with his good interpersonal skills makes the perfect blend for a business leader. I highly recommend Stephan Heerklotz to you." February 23, 2012

1<sup>st</sup> [Linda O'Connor](#), *Staff Accountant, Software Packaging Associates*  
worked with Stephan at TuneUp Distribution GmbH

"Stephan is a great person to work with. Always good ideas for business, always willing to help."  
February 22, 2012

1<sup>st</sup> [Yves Kervyn](#), *Account Manager B2B, ABC Soft*  
was with another company when working with Stephan at TuneUp Distribution GmbH

"Stephan is a dedicated professional and a huge pleasure to work with. He has a very deep understanding of the software business and knows how to realize win-win situations for both, himself and the partners. He was key in entering the Ukraine market and his market entry strategy was well planned and valid – from what I can say 2 years after the market entry. So I am looking forward for another successful years to come. Thank you for the business!" February 20, 2012

1<sup>st</sup> [Oleg Zhombin](#), *Sales Director, Retail Department, Softprom*  
was a consultant or contractor to Stephan at TuneUp Distribution GmbH

"Stephan stands out due to his perfectly balanced management style. He is able to create a relaxed and funny but always target-orientated working atmosphere that never ever loses sight of the actual achievement of objectives. He sets an example for achieving goals with dedication and love for the job.

His exemplary structured working methods as well as his perfected time management allow him to keep a clear head even in times of highest work load, which are the rule rather than the exception.

Stephan is a true master of his business and I'm glad to still be able to profit from his expertise and the transfer of knowledge he provides." October 25, 2011

1<sup>st</sup> [Florian Sowade](#), *Manager Retail Sales, TuneUp Software GmbH*  
reported to Stephan at TuneUp Distribution GmbH

"Stephan has always been a pleasure to work with. Goal orientated and a true passion for the brand and product, Stephan has been an integral part in ensuring success for Tune Up. Stephan's commercial accumen and understanding brings a breath of fresh air to any situation." July 27, 2011

1<sup>st</sup> [Joanna Kemp](#), *Business Unit Manager - Computing and Technology, Koch Media*  
was with another company when working with Stephan at TuneUp Distribution GmbH

"Stephan is one of the best people I have ever worked with, he is fast to respond, very accurate with all information and always understanding of customer requirements. As one of his customers, I can honestly say that he was key to our success with TuneUp, he understood the requirements of our market and made it possible for us to increase sales and grow our business. I have no hesitation in recommending Stephan to any organisation for any position." December 13, 2010

1<sup>st</sup> [Robert Hall](#), *Channel Sales Manager, PX Software UK Ltd*  
was with another company when working with Stephan at TuneUp Distribution GmbH

"Stephan professionalism and strategic thinking was instrumental in developing all sales channels. he is smart, rapid and result oriented." December 13, 2010

1<sup>st</sup> [Christian Desert](#), *General Manager International & Software Division, Nexway*  
was with another company when working with Stephan at TuneUp Distribution GmbH

## Recommendations for position: Senior Manager Channel Sales EMEA

### TuneUp Distribution GmbH

10 visible recommendations for this position: (1 boss, 1 report, 2 co-worker, 6 partners):

Stephan has reported into me in his position as Senior Manager Channel Sales EMEA. He was responsible for all channel sales activities throughout EMEA including new customer acquisition and key account management and has done an outstanding job signing new business partners and multiplying our existing business. Stephan has been highly estimated by all our business partners as well as very much respected by colleagues and suppliers. Stephan showed great negotiation and communication skills, always met and exceeded his revenue and profit targets and proved to be a great asset to our sales team. You will find Stephan to be 100% reliable, accurate and highly self-motivated at any time. I can fully recommend him for any sales/ business development leadership position in the IT industry.

1<sup>st</sup> [Stefanie Heinle](#) *Senior Director Global Sales, TuneUp Software GmbH*  
December 19, 2012, Stefanie managed Stephan at TuneUp Software GmbH

"I worked with Stephan for 5 years. During this time he demonstrated his sales and negotiation skills by acquiring and enabling at least 12 new countries for the company. It was my pleasure to support him and his team with my team from a marketing and PR perspective by setting up successful marketing strategies and activities. Stephen was always very open minded and had a great understanding of how to gain the best combination of sales and marketing activities to reach the companies goals. It was a pleasure working with him, always a good combination of professionalism and fun which makes interdivisional cooperation tasks a success." December 2, 2012

1<sup>st</sup> [Alexandra Lawrenz](#), *Communication Manager, TuneUp Software GmbH*  
worked with Stephan at TuneUp Distribution GmbH

"I know Stephan since 2009. He is a high performing and dedicated manager who is very appreciated by business partners and his colleagues.

Stephan is always ready to discuss business topics, he is full of energy and ideas regarding new strategies as well as establishing and developing business partnerships. He is a confiding, constructive and reliable business partner and colleague with vision and passion all in one." February 29, 2012

1<sup>st</sup> [Nadezda Bobkova](#), *Junior Manager Channel Sales EMEA, TuneUp Distribution GmbH*  
reported to Stephan at TuneUp Distribution GmbH

"Stephan is putting the personality factor into sales and communicates well in any given market or situation." July 22, 2011

1<sup>st</sup> [Marco Tarsig](#), *Product Marketing Manager, TuneUp Software GmbH*  
worked with Stephan at TuneUp Distribution GmbH

"It's a pleasure to work with Stephan since he is a very reliable, accurate and highly motivated person. With his extensive knowledge of the consumer software business and his creative ideas he is

always developing new marketing strategies which help to improve our sales. Our cooperation during the last four years has been very successful due to Stephan's deep understanding of our business."  
January 2, 2011

1<sup>st</sup> [Oliver Krick](#), *Consultant, Deutsche Telekom AG, Products & Innovation*  
was with another company when working with Stephan at TuneUp Distribution GmbH

"I have known Stephan for 2 years now and worked very closely with him on a professional level. Stephan is extremely loyal, conscientious, trustworthy and always goes that extra mile by giving 110% commitment.

He has a deep understanding of the business and his strengths include organisational skills and strategic planning which along with his personable character made him a pleasure to be acquainted with." December 13, 2010

1<sup>st</sup> [Toni Hannott](#), *Business Development Manager, Phoenix Organization Inc,*  
was with another company when working with Stephan at TuneUp Distribution GmbH

"Stephan follows his distribution partners diligently, always ready to listen to their needs, and informing them in a timely manner about the new developments concerning the products he sells. Loyal, professional, and available, he can be relied on to work together the partner to increase the business." December 13, 2010

1<sup>st</sup> [David Orban](#), *Founder & CEO, Questar*  
was with another company when working with Stephan at TuneUp Distribution GmbH

"I've been working with Stephan since the beginning of his interest in the Italian market, more than two years ago. During this time, he has been very responsive and accurate and I know I can always count on him for any help on the matter. That is also true because of the high level of communication we kept, which has been one key component of our professional relationship." December 13, 2010

1<sup>st</sup> [Marco Abiuso](#), *CTO/Developer, Questar Srl*  
was with another company when working with Stephan at TuneUp Distribution GmbH

"Stephan is a dedicated professional with a keen sense of software sales. Stephan knows how to get the best from a software promotion, in terms of market, revenue maximization and market-awareness, both within the EMEA markets.

He is an extremely valuable contact for anyone in the consumer software sector. I look forward to working with him again." August 13, 2009

1<sup>st</sup> [Dirk Kleinken](#), *Director of Operations EMEA, Nero AG*  
was with another company when working with Stephan at TuneUp Distribution GmbH

"Stephan is a very service oriented professional who has a great market knowledge in the software business and absolute delight to work with. Always constructive, ever the focus on both sides success is his motto.

Despite often very different requirements he naturally seems to find a way that helps both sides of the deal. Despite being caught between two stools in negotiations he managed to stay calm and friendly throughout the process.

But the best part of it comes afterwards. His creativity, his persistence and clear focus has helped us in many ways and last but not least have helped increase sales tremendously. In short Stephan is a great partner and highly recommended." July 24, 2009

1<sup>st</sup> [Frank Bacher](#), Senior Manager, Mediaphor Software Entertainment AG  
was with another company when working with Stephan at TuneUp Distribution GmbH