

**Reference**

demi Technologies GmbH · Munich

Ms. Joelle Karadsheh, born on 8 December 2004, worked at demi Technologies GmbH from 1 May 2026 to 31 July 2026 as part of a project study at the Technical University of Munich (TUM), in the role of AI Workflow Developer.

demi Technologies GmbH is an AI start-up from the TUM ecosystem that develops an AI operating system for European manufacturers. Its platform brings a company's knowledge from documents, ERP systems and the experience of its employees together in one working system and turns it into action, from tender and specification analysis to customer qualification and daily commercial work. demi is supported by the German Federal Ministry for Economic Affairs and Energy through the EXIST founder grant, is co-funded by the European Union and is a member of the NVIDIA Inception Program.

During this time, Ms. Karadsheh worked in our product and AI development team. Her tasks included:

- Contribution to the development of multi-agent workflows on top of demi's knowledge base, using LLM agents and prompt and context engineering to automate market and sales tasks
- Development of agents for market research and target group analysis, turning company and market data into structured insights for go-to-market decisions
- Automation of marketing content creation through agents that generate social media posts from the knowledge base and target group insights

Ms. Karadsheh familiarised herself with our platform and the fast-evolving field of agentic AI in a very short time. An exceptionally fast learner, she adapted to new challenges with ease and quickly found her way into new topics and situations. She has comprehensive and sound knowledge of LLM agents and AI workflows, which she always applied confidently and effectively in practice. She always showed exceptional commitment and initiative. She always worked independently, in a highly structured way and with the greatest care. She delivered every task on time and in excellent quality. Her performance always exceeded our expectations and was always to our fullest satisfaction. Her work made a tangible contribution to the development of our product.

Ms. Karadsheh integrated very well into our team and was highly valued by everyone. Her conduct towards superiors and colleagues was always exemplary.

Her project study ended as scheduled on 31 July 2026. We very much regret her departure, thank her for her excellent work and wish her continued success and all the best for her professional and personal future. We recommend her without reservation.

Munich, 26 October 2026

A handwritten signature in blue ink, reading "N. Löckel".

**Niklas Löckel**

Managing Director, demi Technologies GmbH

Work reference

Mrs. Joelle Karadsheh, born on 08.12.2004, worked in our company from 01.08.2024 to 02.12.2024 as a mandatory intern.

HELLA Fahrzeugkomponenten GmbH develops and manufactures sensors, electromechanical actuators and headlight cleaning systems for the automotive industry with around 400 employees. The company thus functions as the lead plant and competence center for sensors of HELLA, a listed automotive supplier and company of the FORVIA umbrella brand. Within this de facto group, HELLA stands for high-performance lighting technology and vehicle electronics with 36,000 employees at over 125 locations. At the same time, with its Lifecycle Solutions business group, the company covers a broad service and product portfolio for the spare parts and workshop business as well as for manufacturers of special vehicles.

During this time, Mrs. Karadsheh got to know the Logistics Engineering department. Mrs. Karadsheh's tasks included the following activities:

- As-is analysis of the current situation of the already existing "milk run" for the material supply of components and finished goods between the in-house workstations and HFK (*from order allocation/planning, material supply, in-house work (setter) support, process for repair work/, driver, communication, delivery of finished goods, Support effort, support concept, maintenance work procedure/ effort*)
- Creation of an optimized material supply concept in close alignment with order planning for the on-time supply of the workstations and delivery of the finished parts to HFK
- Profitability calculation for carrying out the home assembly work (*incl. all costs such as transportation, home industry support, truck, etc.*) vs. relocation of the activities to another location (*e.g. AVITEA at Industrie Strasse 32*)

Mrs. Karadsheh made very good use of the training opportunities offered to her. She was characterized by a concentrated working style and acted with particular care in all situations.

Thanks to her good comprehension skills, she was always able to structure upcoming work tasks and quickly find her way around new situations. She was always able to carry out the tasks assigned to her on time, carefully and always to our complete satisfaction.

Mrs. Karadsheh integrated very well into the existing team and her conduct towards superiors and colleagues was always impeccable.

We would like to thank Mrs. Karadsheh for her work and wish her all the best and every success for her professional and personal future.

Bremen, den 02.12.2024
HELLA Fahrzeugkomponenten GmbH

A blue ink signature of Dr. Michael Winkler, consisting of stylized, overlapping loops and lines.

Dr. Michael Winkler
(Geschäftsführung)

Employment Reference Letter

Bremen, March 7th, 2024

To whom it may concern,

Joelle Karadsheh, born on December 8, 2004, in Amman, Jordan, worked as a teaching assistant in the School of Business, Social and Decision Sciences at Constructor University, Bremen, Germany (contract from September 01, 2023 to December 31, 2023). She assisted me in the following two courses: Introduction to Logistics and Supply Chain Management and Logistics Lab.

Her main tasks included:

- conducting of weekly tutorials
- organizing weekly peer-feedback sessions
- providing detailed feedback on group presentations and reports
- grading of HW assignments and reports

Joelle always demonstrated expertise, critical thinking and strong analytical skills. The realization of her tasks showed me that Joelle is highly reliable in her work and a highly motivated person. Her considerable self-discipline and autonomy during this employment always exceeded my expectations. In addition, she is an enthusiastic and trustworthy person and it was a pleasure to have her in my team.

I wish Joelle all the best for her career.

Stanislav Chankov



Dr. Stanislav Chankov
Distinguished Lecturer in Supply Chain Management

20.02.24

Dear Sir or Madam,

It is a genuine pleasure and honor for me to recommend Joelle Zaidoun Salameh Karadsheh, whom I have known as a student and academic advisee since the start of her studies in 2022. She is currently enrolled in our undergraduate study program `Industrial Engineering and Management` in her second year and is expected to get a Bachelor of Science degree in 2025.

Constructor University is an English speaking private university in Bremen (Germany). Our student body is highly international with more than 100 nations represented. Admission is highly competitive.

Throughout her studies I spent considerable time with her. Overall, she is an excellent student and belongs to the best 10% of her class.

Joelle demonstrated from early in her studies that she understood what Industrial Engineering and Management is all about. I was highly impressed that Joelle was always eager to learn more and broaden her knowledge, was very active and constructive in the lectures, always very intelligently contributed to fruitful discussions in lectures we have, and could easily grasp, follow, and apply the numerous methods and techniques we teach in our study program in Industrial Engineering and Management.

She was always reliable and accurate. Joelle is very dedicated to the work at hand, goal-oriented, well-organized, and hard-working. In submitting the results of her work she was always conscious of the bottom line, driven by quality, and accurate, effective and efficient. Noteworthy are also her social skills. She is an excellent team player, a tremendously supportive co-worker, absolutely easygoing, and very friendly towards me and fellow students.

I strongly recommend Joelle for the internship position she applied for.

Yours faithfully,



August 24, 2023

Ref: 23-6086

To whom it may concern,

I hereby certify that Joelle Karadsheh has successfully completed a two-week internship at Media Plus from August 1, 2023, to August 15, 2023. Throughout her internship, Joelle Karadsheh exhibited exceptional dedication, a strong ability to learn, and remarkable intelligence.

Joelle's contributions as a Systems Requirements Specialist (SRS) were instrumental in the success of our real gaming project. Her background in Industrial Engineering was particularly valuable, as she brought a unique perspective to her role. She demonstrated a profound understanding of systems and processes, which translated seamlessly into her responsibilities related to systems requirements.

One of Joelle's notable achievements during her internship was her analytical skills, attention to detail, strong aptitude for communication, and eagerness to seek out opportunities to learn and contribute. She exhibited an impressive level of professionalism, efficiency, and speed in her work. She approached tasks with a solution-oriented mindset, consistently delivering results in a timely manner. Her ability to manage her time and resources efficiently was evident in the quality of her work.

This certificate acknowledges Joelle's outstanding performance and contributions during her internship at Media Plus. Her dedication, technical acumen, and collaborative demeanor make her a valuable asset, and we have no doubt that she will continue to excel in her academic and professional pursuits.

We extend our best wishes to Joelle Karadsheh for a bright and successful future.

Sincerely,

Tamer Qarrain

Managing Director

Mediaplus / Beelabs





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E: info@finehh.com

www.finehh.com

P.O.Box 154, Amman, 11118, Jordan

Date: 27/7/2023

No: FJ/518/2023

TO WHOM IT MAY CONCERN

This is to certify that **Ms. Joelle Karadsheh** was enrolled as a Trainee at Fine Hygienic Paper Company.

The training program consisted of a total of 35 hours, spanning from July 23, 2023, to July 27, 2023.

During such, **Ms. Joelle** actively participated in various activities and assignments related to the Supply Chain department. Her dedication and commitment were commendable.

We would like to wish her all the best and a successful future in pursuing her education and career.

Best Regards,

Human Resources Department

Fine Hygienic Paper Company



B.M

Date: September 5, 2021
Sub: Letter of Recommendation
Re: Joelle Zaidoun Karadsheh

To Whom It May Concern,

I have known Joelle in my capacity as the head of Arts and director of bands at the Amman Baptist School since 2014, and the Junior Orchestra of the National Music Conservatory in Jordan.

Joelle is a well-rounded young lady, a committed student with a lot of potential; she exceeded all expectations as a young talented flute player in the wind band and a violinist in the junior orchestra, it is also worth mentioning that she was an extremely organized band officer and librarian.

Aside from her natural musical abilities, she is a fast learner, a great team member, considerate, respectful and extremely helpful. Joelle is a hardworking organized individual who is good in analyzing situations in order to reach her goals.

I can whole-heartedly recommend Joelle to be part of your community; I have no doubt that she will be a positive addition wherever she goes.

If I can be of any further assistance, please don't hesitate to contact me via email at hind.sabanekh@gmail.com

Respectfully Submitted,

Hind Sabanekh



Recommendation Letter

September 13, 2021

To whom it may concern,

I would like to formally recommend **Joelle Zaidoun Karadsheh** for the undergraduate program at your esteemed university.

I have known Joelle since we hired her as a voice over actress in 2016. Since then, she has shown dedication, perseverance, and a great willingness to learn.

Joelle has consistently performed her duties with competence and often does more than expected especially during the pandemic years where she showed agility, resilience, and perseverance. Her passion for what she does clearly shows, her ability to act and sing are some of her strong suits. At a young age, Joelle played a voiceover main character in the company's YouTube cartoon series Our Family Life that has more than 1.2 million subscribers and over 340 million views.

I highly recommend you accept Joelle into your program. Based on my experience with Joelle and the previously mentioned skills and capabilities, I am confident that she will make an excellent addition to your university's community. I believe that what she will gain from the program and will it reflect greatly and positively on her career.

Please feel free to contact me if you have any questions.

Sincerely,



Cynthia Madanat Sharaiha
Founder | Creative Director
Digitales Media
Amman - Jordan
Tel: +962-795704859
www.digitalesmedia.com

شركة قصص للتصميم والمحتوى الرقمي د.م.م
Qisas for Design and Digital Content LLC

2021/9/16

شركة تصاعد للتدريب
معهد كريشندو للموسيقى والفنون

To whom it may concern,

It is our honor to write this letter of recommendation for our violin student, Joelle Zaidoun Salameh Karadsheh.

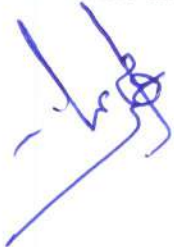
Joelle has started her journey as a violin student since she was in kindergarten in 2010, and she sets herself apart from the rest of the students with her perseverance, attention-to-detail, and talent. Academically accomplished and possessing outstanding musical talent, Joelle is one of our special students. Having completed Grade 6 out of 8 of The ABRSM (Associated Board of the Royal Schools of Music) practical Certification and level 5 of the Theory certification from London, England. She was also a student and member of **The National Music Conservatory orchestra (NMC)**. Joelle's commendable violin proficiency amazes us to this day, and her talent will take her to great heights. Her aptitude at hand-eye coordination, nimble fingering, versatile bowing, and perfection at executing musical pieces with rhythm, dynamic, good tone, and emotion please us. Joelle constitutes as a true violin artist, not one who values the outcome, but one who worships the ups and downs of her musical journey.

Her journey as an incredible violinist has inspired and enlivened many and elicits confidence that we constitute just one chapter in her musical career. On her behalf, I applaud Joelle's superior efforts at playing the violin, as well as her perseverance through ups and downs, her true defining trait. I assure her future success at developing as a seasoned professional.

If you have any questions, please do not hesitate to contact me.

Best

Omar Abad
Crescendo Music & Art Academy



**2 Qayrawan, Rabieh
Amman, Jordan**

14, September 2021

To whom it may concern,

I passionately recommend Joelle Zaidoun Karadsheh for admission to your fine university. As a creative director in the gaming and animation industry and working with Joelle for since her childhood, I have had the honor and pleasure of watching Joelle grow as a multitalented young musician and person.

She holds a natural talent for music, acting and singing and is also academically accomplished. In the past, I have worked with people who either excel at improvisation or who take a more methodical approach to musical performance. Joelle is rare in that she possesses both abilities. She intuitively loves music, yes, but she also has an insatiable curiosity about the "why" and "how" behind it.

I have worked with Joelle on several Edutainment mobile applications for kids in addition to having her as a main character for a highly viewed YouTube cartoon animation series "[Our Family Life](#)" where Joelle glamorously showed her amazing talent as a voice actress, singer, and Violin and Ukulele player. She was able to articulate her voice and talent according to the needed moods and genres.

Joelle is indeed one of a handful of colleagues about whom I have absolutely no reservations in terms of academic and personal success. I hold her in the highest regard, and am positive she will succeed in a university setting.

Sincerely,



**Tamer AlKarrain
Creative Director
BeeLabs Gaming & Cartoon Animation Studio**

