

Ref: Recommendation Letter for Luis Puentes

To Whom It May Concern,

It is with great confidence and genuine enthusiasm that I recommend Luis Puentes for any leadership opportunity in Corporate FP&A or Strategic Finance. In my capacity as Chief Financial Officer at Silver Airways, I have had the privilege of working closely with Luis, who currently serves as our Senior Manager of Financial Planning & Analysis.

Luis joined Silver Airways just over three years ago as an analyst and has been promoted twice, a testament to the exceptional impact he has had on our business and his ability to deliver value to the organization. From the outset, Luis has consistently demonstrated a unique blend of analytical precision, strategic foresight, and authentic leadership. He has not only led the transformation of our enterprise forecasting and business planning processes, but has also become a trusted advisor to the executive team—including myself—on projects ranging from cost optimization to long-term growth modeling.

Luis has mastered the art of turning data into decisions. His advanced technical skillset in data analysis and financial modeling allows him to deliver not just numbers, but insights. From scenario planning to variance analysis, he crafts dynamic stories from complex datasets that support strategic decision-making at the highest levels. Whether he's building integrated driver-based models or developing dashboards for executive use, Luis bridges finance and strategy with uncommon clarity.

Beyond his technical aptitude, Luis is an exemplary leader and collaborator. He mentors junior analysts, and hired some of our best talent, engages cross-functional stakeholders with ease, and infuses every conversation with a growth-oriented mindset. His work ethic, integrity, and commitment to excellence make him a cultural asset as much as a financial one.

Any organization in search of top-tier FP&A leadership—someone who brings structure, insight, and a forward-thinking lens to the finance function—would be fortunate to have Luis Puentes on their team. I would rehire him without hesitation and recommend him without reservation.

Sincerely,

 A handwritten signature in blue ink, appearing to read "Pedro Motta".

Pedro Motta

EVP - Chief Financial Officer