

Prudnik, September 27, 2018

TO WHOM IT MAY CONCERN

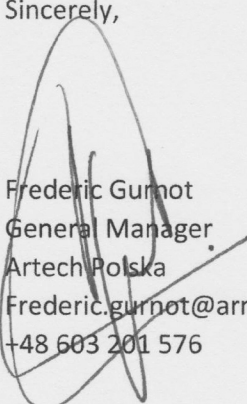
This is to confirm that Stanislaw Wojnicki (SW Mentoring) carried out an interim project for our company in the periods: April – June 2017 and April – July 2018. The project consisted in preparing and implementing a group lay-off program, including subsequent outplacement.

During the first period Mr Wojnicki prepared a detailed analysis of the workforce, designed the program plan with timeline and put together the total operation budget. Due to internal corporate reasons, action was delayed until 2018 and Mr Wojnicki was then asked to resume his services. He ensured appropriate legal support as well as that of a professional outplacement company, updated the program timetable and co-ordinated the full implementation until successful completion, including negotiations with employee representatives, the local Labour office and regional employers.

Stanislaw Wojnicki was is a seasoned, very experienced and knowledgeable professional, flexible and pleasant to work with. He also has excellent communicative skills in Polish, English and French. We would not hesitate to use his services again, and recommend him for any HR-related assignment.

I can be contacted directly should you require any further details or clarifications.

Sincerely,



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