

RECOMMENDATION.

We hereby confirm that Valentin Cvas has been employed for approximately 5 years at Bodø Sildoljefabrikk, in Norway.

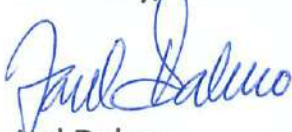
Cvas has been conducting his work as a mechanic /welder to the full satisfaction. He is known as extremely skilled and reliable. We will strongly recommend him for similar work.

In the five years he's been working with us, he has gained a lot of experience due to the variety of tasks he has been given.

Valentin Cvas has been employed with his own mechanical team as a team - leader.

Processoperator

secretary/local union



Jarl Dalmo

Processoperator

Leader/local union



Robert Haugmo