

Employer's reference

Mr. **Alexander Farber**, born on 8. July 1972 in Riga, was employed with our company as Student Helper from 1st January 1996 until 30th September 2000.

He worked in the Core Networks Maintenance & Support department and was responsible for the following tasks:

- Development of small tools for modification handling, programming interfaces between standard tools in Unix, IBM mainframe and PC environment
- Developing tools for software design and test area
- Web development and web tools development

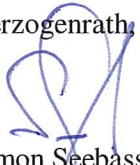
His latest tasks were to develop a tool to create lists of available software corrections, their status and applicability by using different database systems in different environments (Sun, IBM mainframe, PC) and to provide a user-adaptable web representation for these lists. Another tool he created was to facilitate resource planning in the international verification organisation.

During his employment with our company Mr. Farber was highly motivated and was always willing to do extra work at any time. Moreover, concerning his field of work he was immensely skilled and always ready to solve even difficult and complex tasks. He always found very good and very practical solutions. Moreover, the quality of his work always met highest standards. The speed and quantity of his work were always well above our expectations. Additionally Mr. Farber was always an extremely reliable and hard working employee. He repeatedly impressed us with creative ideas, valuable suggestions and fulfilled all assigned tasks with the required diligence and motivation. We especially want to point out that he was interested in all new tasks and challenges. Mr. Farber was always reliable, trustworthy and willing to take responsibility. He distinguished himself by a large degree of independence and always found the best solution to the given problems. He also took the opportunity to increase his specialized knowledge.

As for the conclusion we point out that he always completed the tasks assigned to him to our utmost satisfaction. He was acknowledged and respected by his superiors and peers because of his co-operative behaviour.

Mr. Farber left our company at his own wish to start on the 1st October 2001 as consultant within our company. We regret losing Mr. Farber as Student Helper very much. We would like to thank him for his valuable work and wish him much success for both his private and professional future as consultant within our company. We highly recommend him.

Herzogenrath, 30th September 2000


Simon Seebass
Manager Human Resources


Elke Busch
Department Manager

Ericsson Eurolab Deutschland GmbH

Anschrift · Mail
D-52134 Herzogenrath

Straße · Street
Ericsson Allee 1

Telefon · Telephone
nat. 0 24 07/5 75-0
int. + 49/24 07/5 75-0

Telefax · Telefax
nat. 0 24 07/5 75-150
int. + 49/24 07/5 75-150

Registergericht
Amtsgericht Aachen
Reg.-Nr. HRB 4550

Bankkonto · Banking account
Deutsche Bank AG, Aachen
Kto.-Nr. 116 285 800 (BLZ 390 700 20)

Geschäftsführer · President
Kristian Toivo

Aufsichtsrat · Supervisory Board
Bernt Högberg (Vors.)

VAT-REG.-Nr.
DE 121734322