



To whom it may concern

I would like to state that Marco Casagrande, born in Trento on Sep 17th 1987, has been employed in our Company for three years and he has covered, progressively, the following positions:

- As R&D Junior Assistant the development of GIS (Geographic Information System) software applications in order to develop the Trentino's trekking map, to offer the hotel tourists a tool to identify the most suitable itinerary according to any physical and intellectual preferences. Marco did a very precise and detailed work, not only as an executer but also as a careful interpreter of clients' requests.
- He took over the full development responsibility after the resignation of the R&D Executive and he added to his duty the completion of the website, integrated with the territorial ski lifts company, showing all possible information, enhanced with figurative explanation.
- Thanks to his experience and flexible capabilities, he has been called by our Group Company FB Services srl to study a soft/hardware custom Enterprise Management System, featuring a tool to monitor the time and attendance of the workers at their workplaces and support them with real time suggestions and corrections, if needed. He did a detailed analysis to implement the request and he smoothly cooperated with the Group's Software Company to identify best trails and solutions.

Marco is a young, enthusiastic and deeply respectable professional and when he expressed the wish to fulfill his preparation, attending high specific courses, we regretted to lose his cooperation, but we understood his high expectation and we wished him all the best. We recommend Marco for his deep ethical attitude, for his full professional dedication to shared responsibilities and for his open and sincere personality.

In faith.

Albino Collini
Business Development
FB Services S.r.l.

Parma, December 2015.