



05-Sep-2017

To Whom It May Concern:

RE: CONFIRMATION OF SERVICE

This is to confirm that Martin Sandve Alnaes, was employed by Cisco Systems from 01-Jul-2010 to 31-Mar-2011, where he held the position of Engineer.Software Engineering.

Martin Sandve Alnaes has been employed by Tandberg since 10-Aug-2009 and andberg was acquired by Cisco effective 01-Apr-2010 & Martin Sandve Alnaes's employment was transferred to Cisco effective 01-Jul-2010.

If you have any questions, please contact Operation – Employee Services – HR Support on +44 208 790 3217.

Yours Sincerely,

A handwritten signature in blue ink, appearing to read "Lotte Dieleman", with a horizontal line underneath.

Lotte Dieleman
Representative. Client Service
Authorized Signatory
Operations – Employee Services Employee Transaction Processing
Cisco Systems Norway AS

Ref No: 1-4515436491