



29th July 2015

Reference for Pawel Rotko, Petroleum Engineer

To whom it may concern,

I have had the absolute pleasure of working with Pawel since the middle of 2011. In this time Pawel has very quickly gained significant experience across most petroleum and reservoir engineering disciplines, to add to his strong utilities experience. Unusually and usefully, Pawel's skills bridge both the surface facilities and subsurface realms.

Pawel has been required to work for extended periods without significant engineering peer review (due to other calls on my time), and has done so admirably. His ability to function autonomously as well as a valued member of a multi-disciplinary team, belies the years of experience his CV suggests.

When Pawel faces an issue, rather than raising a problem with me or just asking for help, he will first try to find a solution or propose alternative approaches to the issues, together with a reasoned argument for which to follow. It took me many more years to reach this level of professional maturity.

Pawel is more than capable of handling multiple projects simultaneously, prioritising his time appropriately, as well as concentrating on a detailed solution if necessary. The quality of his work is excellent.

In my opinion, Pawel will add significant value to any company. It is a matter of considerable regret that the recent changes in company strategy and structure mean that we are unable to continue to employ Pawel, and that another company will be fortunate enough to do so.

I would happily provide further details on +44 7703 714659, or by e-mail on at jprice@sanleonenergy.com.

Yours faithfully,

Joel Price
Chief Operating Office