



Det Norske Veritas  
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To Whom It May Concern:

Mr. Zubo (Bob) has been working in DNV Software development team from January 2008 to the end of August 2010.

As a good software developer, Bob's main focus has been on our solution development for maritime and environmental industry. Some of his experienced projects list as follows:

- Nauticus production system (DNV's key process system for maritime).
- Environmental performance system (Co2 index evaluation system).
- DNV Energy portal (A web portal for DNV energy Denmark).
- Several other smaller initiatives.

We appreciate Bob's effort attitude and hard work during the time he spent with us. He left for other opportunities, we wish him the best of luck for the future.

Sincerely

Signed by line manager:

23/8-10

