

(07/12/2007)

To whom it may concern

**Razvan Balaban**

I, as CIO for Gallaher, have known Razvan for four years as a business associate. He was originally employed by Gallaher in 2002 as IT lead and market analyst for the expanding Romanian business.

I can confirm that he operates to high professional standards and is extremely dedicated to his work. He has gained considerable business knowledge and project management experience, as a senior member of the Romanian management team.

Razvan was quickly identified as having the potential to develop into a senior international manager within Gallaher's IT organization. His flexibility and enthusiasm were always evident as he took responsibility for successful application implementations and ongoing support in markets like South Africa, Tenerife, Switzerland, Poland, Hungary in addition to his responsibilities in Romania.

On a personal level I have enjoyed working with Razvan. He is communicative and friendly with an excellent mastery of the English language. Razvan takes great satisfaction in delivering high quality solutions that support the business objectives. I would not hesitate to offer Razvan a suitable position in the future, should one arise.

For your information, I am the CIO of Gallaher, with overall responsibility IT delivery and support in forty countries.

Yours faithfully

Name Paul Evans

CIO, Gallaher Ltd