

28<sup>th</sup> November 2007

To whom it may concern

**Razvan Balaban**

I have known Razvan for 5 years as a Country IT Manager and International Special Projects Manager.

I can confirm that he is a man of great integrity, is extremely dedicated to his family and work, and is an entirely committed individual.

Furthermore, Razvan is always seeking to learn and has had some excellent results in delivering IT ERP Application & IT Infrastructure Services since I have known him. Because of his dedication and ability, Razvan was very quickly exploited into International roles to assist his career development.

For your information, I am the Global Commercial IT Director for Japan Tobacco International reporting into the CIO of JTI.

Yours faithfully



Richard Condon

JTI – Global IT Commercial Director