

26<sup>th</sup> November 2007

Letter of Recommendation

*To whom it may concern*

I am writing to confirm that Razvan Balaban was employed by Gallaher Group for a period of 5 years and in Gallaher Romania SRL for a period of approximately 3 years, in the capacity of IT Director reporting directly to me.

Razvan was in charge with the establishment of the IT infrastructure and applications development for the set-up of the company's production, distribution and office facilities in Bucharest. He was also fully responsible for the ongoing management of all IT matters at the company, where his excellent project management skills were key to the successful implementation of several key commercial projects over the years e.g. ERP and CRM.

On a personal level, I have enjoyed working with Razvan and always found him to be diligent, polite and genuinely committed to the success of the business. I would strongly recommend him for future co-operation.

Sincerely



Robert Stanworth  
Managing Director, Gallaher Romania SRL (former)  
Managing Director, Gallaher Romania Distribution SRL (former)  
General Manager – JTI Austria