

INTERIM REFERENCE

To whom it may concern:

We herewith confirm that Mr Bartłomiej Jakub Zawadka, born 9th November 1984, Polish citizen, is employed by Harvey Nash AG in Zurich since 1st March 2012 and is working in a project at UBS AG, Zurich as a Software Developer with a workload of 100%. The employment is temporary and will end on 28th February 2014.

Harvey Nash, a global professional recruitment consultancy and IT outsourcing service provider, is committed to delivering the very best talent and IT solutions to a broad base of international clients. The Group is a trusted advisor to some of the world's leading business, governments and institutions. Operating from 40 offices covering the USA, Europe and Asia, its talented professionals pursue the highest levels of integrity and quality in providing a unique portfolio of services: executive search, interim management, IT and finance recruitment and IT outsourcing.

Mr Zawadka works in the development team for FX Structured Products IT at UBS. Since joining in March 2012, he has been a key member of the development team that maintains and enhances the FX Structured Products trade entry application. His work includes discussion of business requirements with the primary business stakeholder, discussion of technical solutions with the development team and the implementation, testing and delivery of quality software. The team approach follows agile practices with short focussed delivery iterations, automated testing and close regular collaboration with business stakeholders.

Moreover, Mr Zawadka is highly motivated and always approaches to work with enthusiasm. He takes ownership of development tasks and commits to delivering high quality software.

Mr Zawadka is an excellent qualified employee with an extraordinary comprehension. He has a good knowledge of the tools and technologies used in the business area. He demonstrates his expertise through his efficient use of our development tools in his daily work.

He has the ability to acquaint himself quickly and thoroughly with new subject areas. In addition, he is good organized, reliable and can work independently. He is a valued member of the development team. His enthusiasm and friendly manner are very much appreciated by his colleagues, helping to motivate and encourage positive communication. Mr Zawadka approaches development tasks with a focus on quality and will take reliably a requirement from discussion with the business stakeholder to deployment in the UAT environment with minimal supervision.

He shows always correct behaviour to his co-workers and the clients. He is extremely team-oriented and works well with all members of the development team.

Our client is very satisfied of the quality and the performance of Mr Zawadka.

We take this opportunity to thank Mr Zawadka for his good collaboration with Harvey Nash AG.

Zurich, 7th February 2013
Harvey Nash AG



Christoph Dopp
Contract Management & Controlling