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Mr Stewart MOLL Av. du Temple 15bis 1012 LAUSANNE

Lausanne, 12 April 2010, spe

WORK CERTIFICATE

We, Manpower SA, Lausanne, hereby confirm that Mr Stewart MOLL, born on 13 June 1964, completed a temporary assignment for our company from 6 August 2008 to 1 March 2010 as

RETROCESSION OFFICER

Mr MOLL executed the following tasks:

- In charge for the retrocession process, procedures, and manual calculation, including resolving discrepancies
- Worked closely with back office operations department in coordination holding movements
- Established and maintained invoice records of TPM accounts and VAT invoices for rebate accounts
- Liaised with external audit preparation and assistance with SWICS compliance
- Part of project team for the implementation and development of improvements to retrocession system and procedures

Organized, Mr MOLL was very precise and committed. He handled to our client's entire satisfaction all the tasks that were assigned to him. The relationship Mr MOLL had with his peers was conducted in a professional manner.

Mr MOLL ended his temporary assignment free of any obligations, other than those related to discretion and loyalty mentioned in Article 38 of our « contrat Cadre de Travail » and Article 321 of the Swiss « Code d'Obligations ».

We would not hesitate to re-hire Mr MOLL and thank him for the work/he has accomplished for and on behalf of our company.

Manpower wishes him all the very best for his future career.

Déboren Kurth

Manpower SA

☐ Membre de swissstaffing. Certifié ☐☐ .

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