

ООО «ЮНГХЕЙНРИХ МАШИНЫ» (с/о) (ООО «ЮНГХЕЙНРИХ МАШИНЫ»)
Москва, Россия, Москва, Юго-Восточный округ, д. 4, корпус 1

To Whom It May Concern,

This is confirm that Anatoly Ryabukha has been engaged as a Chief solution architect for Jungheinrich between November 2012 and March 2013.

The follows activities have been accompanied by Anatoly:

- ✓ System audit (supervising and management assumptions)
- ✓ Easy solution – development accounting notes for confirmation 3 years total cost of sales
- ✓ Account correspondence system

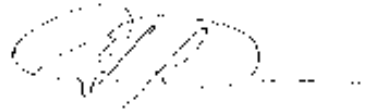
Anatoly was responsible for system audit and easy solution implementation subjects and he performed well in this responsibility. He is strong individual with excellent functional understanding of business as well as SAP. He cooperated well with management in Jungheinrich in order to understanding project scope. He was able prioritize needs and communicate them effectively to the technical staff and consultants on the project. Anatoly is committed professional who understands that the demand of business often take priority over other tasks. He put most emphasis on meeting our demands and deadlines.

Anatoly's engagement and his team work were of highly satisfactory standard and they have never had any reason to doubt his technical competence, integrity or objectivity.

In accordance with our usual policy this information is given in strict confidence and without assuming financial or any other liability.

Yours sincerely,

Lilia Bodrova



Financial Director Jungheinrich Lift Truck ООО Russia

ООО «ЮНГХЕЙНРИХ МАШИНЫ» (с/о) (ООО «ЮНГХЕЙНРИХ МАШИНЫ»)

Юридический адрес: 121305, Москва, Юго-Восточный округ, д. 4, корпус 1
Федеральный номер: 50702510403210339629 ЗАО ЮНГХЕЙНРИХ БЭНН, Г. Мюнхен.
ИНН: 5010181010 ОГРН: 105000540
ИН: 5010181010 ОГРН: 105000540



Bishkek
24.02.14

To Whom It May Concern:

This is confirm that **Anatoly Ryabukha** has been engaged as a Chief solution architect during conceptual design stage for American University Central Asia between September 2013 and February 2014.

The follows top down business design together with integration subjects have been accompanied by Anatoly:

- ✓ Financial and Tax accounting
- ✓ Management accounting (P&L by segments)
- ✓ HK activities
- ✓ Integration with HR, SLCM, BI (Budget planning)

Anatoly was responsible for management ERP conceptual design and integration subjects with SLCM, FI-CA and he performed well in this responsibility. He is strong individual with excellent functional understanding of business as well as SAP. He cooperated well with management of AUCA in order to understand project scope. He was able to prioritize needs and communicate them effectively to the technical staff and consultants on the project.

Anatoly is a committed professional who understands that the demand of business often takes priority over other tasks. He put most emphasis on meeting our demands and deadlines.

Anatoly's engagement and his team work were of highly satisfactory standard and they have never had any reason to doubt his technical competence, integrity or objectivity.

In accordance with our usual policy this information is given in strict confidence and without assuming financial or any other liability.

Yours sincerely,

Ainura Adjibekova

Financial Director American University Central Asia

ООО «Провими»

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Варшавское шоссе, д. 72, кorp. 2
Тел. (495) 937-28-60, факс (499) 610-48-72
E-mail: info@ru.provimi.com

To Whom it May Concern:

This is to confirm that Anatoly Ryabukha has been engaged as a program manager in various SAP rollouts in Provimi Group of companies in Russia between October 2009 and April 2011.

The following SAP rollouts have been accompanied by Anatoly:

- Legal entity in Russia: FI (GL, AP, AR, BL), FI-FA, CO-OM/TC/ML, PP-Pi, MM, SD

Anatoly was responsible for directing the project and he performed well in this responsibility. He is a strong individual with excellent functional understanding of business as well as SAP. He cooperated well with management in our companies in order to understand project scope. He was able to prioritize needs and communicate them effectively to the technical staff and consultants on the project.

Anatoly is a committed professional who understands that the demands of business often take priority over other tasks. He put most emphasis on meeting our demands and deadlines.

Anatoly's engagement and his team's work were of highly satisfactory standard and they have never had any reason to doubt his technical competence, integrity or objectivity.

In accordance with our usual policy this information is given in strict confidence and without assuming financial or any other liability.

Yours sincerely,



Alexander Ivashchenko

General Manager Provimi Russia



To Whom it May Concern:

This is to confirm that Anatoly Ryabukha has been engaged as a program manager in various SAP rollouts in Russia & Kazakhstan in the time between January 2008 and December 2009.

The following SAP rollouts have been accompanied by Anatoly:

- Legal entity in Russia: FI (GL, AP, AR, BL), FI-FA, CO-OM/PC/ML, PP-PI, MM, SD
- Legal entity in Kazakhstan: FI (GL, AP, AR, BL), FI-FA, CO-OM/PC/ML, PP-PI, MM, SD, one time go-live for 3 plants in different regions
- Setup of a production plant in Russia: Greenfield project FI, CO-OM/PC/ML, PP-PI, MM, SD and precious metals accounting

It is worth mentioning that there was a strong influence of Russian and Kazakh legislation on the overall project scope.


Anatoly held responsible for directing the project and he performed well in this responsibility. He is a strong individual with excellent functional understanding of business as well as SAP. He cooperated well with management in our companies in Russia and Kazakhstan in order to understand both project scope and sensitivities of surrounding projects. He was able to prioritize needs and communicate them effectively to the technical staff and consultants on the project.

Anatoly is a committed professional who understands that the demands of business often take priority over other tasks. He put most emphasis on meeting our demands and deadlines.

Anatoly's engagement and his team's work were of highly satisfactory standard and we have never had any reason to doubt his technical competence, integrity or objectivity.

In accordance with our usual policy this information is given in strict confidence and without assuming financial or any other liability.

Yours sincerely,


Dr. Thomas Fritzmann
CFO
BASF Business Center Russia & CIS

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TO WHOM IT MAY CONCERN

16 October 2006

Anatoly Ryabukha

This is to confirm that Mr. Anatoly Ryabukha has been engaged in SAP implementation project with **AQUA VISION LLC** (beverages) from December 2004 until May 2006 in the capacity of Project Director.

Anatoly's engagement and his team's work were of highly satisfactory standard and we have never had any reason to doubt his technical competence, integrity or objectivity.

In accordance with our usual policy this information is given in strict confidence and without assuming financial or any other liability.

Yours sincerely



Igor Stopnikov
Deputy Managing Director
Administration

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E-mail: igor.stopnikov@ru.aga.com



TRANSMARK

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February 9, 2003

To Whom It May Concern:

This letter is in support of Anatoly Ryabukha. Anatoly has been employed with Transmark September 20, 2000, in the role of Integration System Manager.

The SAP installation project in our company was conducted under unique conditions. It was a second attempt after the initial project was discontinued, it demanded unique processing due to the demands of our foreign shareholders, and it was required to be completed within a very abbreviated schedule.

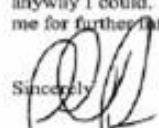
Anatoly held responsibility for directing the project, and he performed admirably. He is a strong individual with a good functional understanding of business as well as SAP. He worked well with me to understand the scope and sensitivities surrounding the project. He then was able to prioritize needs, and communicate them effectively to the more technical staff and consultants on the project.

Due to this managerial strength, Anatoly was left to manage his staff, the project timeline and the consultant relationship relatively unsupervised. He consistently demanded the highest level of performance from the resources available. When faced with difficulties, he approach me in a timely manner for resolution.

Anatoly is a committed professional, who understands that the demands of the business often take priority over other tasks. We have had to work countless hours of overtime to achieve the accomplishments made to date. Not only did Anatoly meet those demands, but he identified and rallied additional resources when needed.

It has been a pleasure to have had Anatoly on my staff. I would support his future career in anyway I could. Should there be any questions about the above, please feel free to contact me for further information.

Sincerely



Michael K Harman
Financial Director



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SAP C.I.S., LLC

To whom it may concern

Letter of Recommendation

GMCS became SAP partner in 2003 and since then collaboration with GMCS has been developing successfully. In 2005 we noticed extended growth in SAP projects carried out by specialists of GMCS as well as in successful certifications for several functional areas of SAP products. Projects (within the scope of industries of our sales organization) where GMCS consultants took part in 2005 are listed below:

- Aqua Vision
- Philip Morris
- Adamas (ISS and IT Strategy)
- Castorama Rus
- Xerox Eurasia

Some projects were carried out by SAP CIS Consulting specialists in collaboration with GMCS specialists:

- Eksmo
- Eldorado
- Renault

Our experience in working with GMCS shows that GMCS is a professional team, which shows high performance in consulting projects.

Especially we could mention:

- Understanding of consulting business targets
- Deep understanding of clients' needs
- High level of knowledge of SAP specialists, knowledge in international accounting and reporting standards

According to our expertise GMCS consultants have successful project experience in the industries as follows (but not limited to):

- Media
- Consumer Products
- Automotive
- Professional services
- Retail

Sergey Makarov

SAP C.I.S.
Director, sales
FMCG, Retail. Media, Mill Products, Discrete Industries

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SAP AG Representative office: 190000, Saint-Petersbourg, Malaya Morskaya, St.23. T: (812) 718-3771, F: (812) 718-3702
SAP AG Representative office in Kazakhstan: 480099, Almaty, Furmanova St, 240g. T: (3272) 508-400, F: (3272) 508401
SAP Ukraine, LLC: 01025, Kiev, Vladimirska St., 12. T: (044) 490-3391, F: (044) 490-4494
SAP C.I.S. Services center :115054, Moscow, Kosmodamianskaya nab., 52/4 T: (095) 797-2720, F: (095) 797-2721

ARTHUR ANDERSEN

26 January 2000

Moscow, Russia

ARTHUR ANDERSEN

Kosmodamianskaya nab., 52/2
113054, Moscow
Tel.: 7 (095) 755-9700
Fax: 7 (095) 755-9710

TO WHOM IT MAY CONCERN

This letter confirms that Anatoly Ryabukha worked at the Moscow office of Arthur Andersen from 1 July 1998 until 24 January 2000. Initially Anatoly was hired to fill in the position of Consultant 2 within the Business Consulting Division. On September 1, 1999 Anatoly was double promoted to Consultant 4 (Senior Consultant).

In that time Anatoly has proven to be a thoroughly reliable and trustworthy employee. Anatoly is a hard-working, communicative, patient and organized individual. His pleasant, outgoing personality has made him a popular member of the BC team.

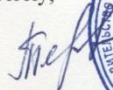
Anatoly undertook diverse duties on the BC projects and his major responsibilities were:

- **Xerox (3 projects):**
 1. Conceptual and detailed design, business process reengineering and process oriented implementation for FI module: AP, AR, GL; GAAP/RA AS accounting implementation payments procedures, etc.
 2. Tuning procedures; conceptual and detailed design for the St. Petersburg branch Xerox company; credit management customizing.
 3. Team Leader; representative office of Xerox company; conceptual and detailed design; full FI module customizing; integration and unit test scripts preparation and execution.
- **Nevskaya Kosmetika:**

Team Leader; conceptual and detailed design; full FI module implementation (AP, AR, GL, CM); payment program configuration.

Anatoly's decision to leave came as sad news to us; should he desire to join us again we would re-employ him without hesitation.

Sincerely,


Lena Tergueva
Human Resources Manager

