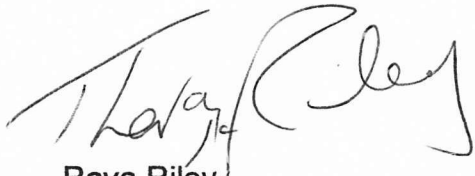


6 Dearborn Brook Circle
Exeter
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20th September 2015

To Whom It May Concern:

I can confirm that Nemanja Kostic was the lead architect on CompaZ program from August 2009 until January 2012. During that time he was leading every aspect of CompaZ architecture and was guiding implementation teams in delivering Global Corporate's pricing platform. I was the Program Manager of this platform and Nemanja was my lead IT architect. I was impressed by Nemanja's architectural skills and the way he managed IT challenges that we were facing. I would love to work with him again anytime.

A handwritten signature in black ink, appearing to read 'Raya Riley', with a stylized, cursive script.

Raya Riley
Program Manager, Global Corporate