

CERTIFIED TRANSLATION FROM POLISH

[Translator's comments (in square brackets, italicized): the document submitted for translation is a copy of a one page Letter of Reference. A copy of the document is permanently attached to this translation and constitutes its integral part].

'Stowarzyszenie WIOSNA mądra pomoc'

[WIOSNA Association, Clever Help]

Kraków, on 30 August 2013

Letter of Reference

Mr **Marcel Dziejczak** cooperated with Wiosna Association within the framework of employee training, which encompassed the following subjects: user experience in webpage design, documents and e-learning modules.

Wiosna Association was created in 2001 and in 2003 obtained the status of a Public Benefit Organization. We help people so that they can effectively help themselves and each other. We organize nationwide programmes like: Academy of the Future, Noble Parcel as well as Telecareer (in the region of Małopolska). We exist, so that the people who are in need today, may win their lives in the future.

In the training programme the following issues were raised:

- aesthetics of the interface
- typography and the optimal text layout
- instinctiveness of the navigation
- interactivity, etc.

The training session was realized at the highest level. Not only did the participants receive the knowledge on the newest trends, complemented with the practical examples of its application, but they also had a chance to inspect the web services of the Wiosna Association, which was a crucial element that contributed to the practical dimension of the training. Thanks to the interactive presentation method and discussions, the participants were engaged throughout the whole training session and their interest did not subside until the completion of the training.

Marcel conducted a 2.5 hour training *pro public bono* on 14 August 2015. Great knowledge and the ease of passing in on, openness to the group, sense of humour and engagement were only some of the characteristics Marcel displays. With greatest pleasure I recommend Mr. Marcel Dziejczak as a partner.

Anna Wilczyńska

[signature]

Secretary of the Management Board of the WIOSNA Association



Joanna Mc Coy
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[three logos]

Kraków, 12 January 2016.

I, Joanna McCoy, sworn and certified translator and interpreter of English, listed at the Polish Ministry of Justice with the number TP 31/11, do hereby certify the conformity of the above translation to the copy of the document in Polish presented to me.

Register no. 04/2016



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