

Gdańsk, 5 March 2014

## LETTER OF REFERENCES

ENERGA – OPERATOR S.A. has been cooperating with Piotr Jankiewicz and Maximizing Resources since January 2012.

Piotr has provided coaching support to our Top Managers.

Maximizing Resources has been involved in a number of key development initiatives for large numbers of our Employees:

“ Going through the process of transformational changes” - 1819 Employees – 106 workshop days


“My New Role in the Company” – 130 newly nominated coordinators and managers – 136 workshop days (a one – year – long development process), two editions

“Manager’s Academy” – 430 Employees – 68 days in 2013 – the process continues through 2014 and 2015.

I recommend Maximizing Resources and Piotr Jankiewicz as reliable partners for cooperation .

With Kind Regards,

Kierownik  
Biuro Rozwoju Personelu



Magdalena Kozłowska

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Training and Development Manager.