



## REFERENCES

Warszawa, 5 March 2014

**RWE Polska Spółka Akcyjna**  
**Zarządzenie Personelem**  
ul. Wybrzeże Kościuszkowskie 41  
00-347 Warszawa  
NIP: 525-000-07-94

To whom it may concern,

Piotr Jankiewicz has been involved in designing and executing the development process for our Talents – a group of 17 Experts. The idea of the process is to combine the coaching (group and individual) and training approach with the RWE Experts as well their Superiors – on the Manager and Director levels.

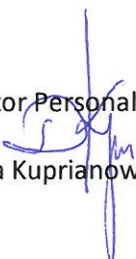
The process started in November 2013 and since day one Piotr has shown great commitment and professional attitude. As a result we have managed to get the Experts' and their Superiors' buy-in, progress in terms of professional development and a higher level of confidence and performance.

I recommend Piotr as a professional who does not just deliver, but is ready to go the "extra mile" to make things happen.

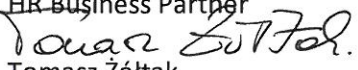
Should you require any further information, please do not hesitate to contact me.

With Best Regards,

Dyrektor Personalny

  
Dorota Kuprianowicz – Legutko

HR-Business Partner

  
Tomasz Zóttak