

TO WHOM IT MAY CONCERN

10.03.2016

**Reference letter**

Dear Sirs,

This is to confirm that Itro Co., Ltd. and its CEO Mr. Sebastian Sadowski-Romanov provided relevant assistance in coordinating the process of opening a branch office of SCHNEIDER GROUP in Warsaw.

This assistance was provided in a number of specific areas:

- The company provided recommendations regarding the approach that SCHNEIDER GROUP should take to entering the Polish market for professional services.
- Itro Co. prepared a project plan of opening our office in Warsaw, which included assisting in procuring services of real estate agents and coordinating the search for adequate office space.
- Mr. Sebastian Sadowski-Romanov assisted in identifying a recruitment firm and recruiting staff for the branch in Warsaw.
- Itro Co. made preliminary research of foreign companies doing business in Poland and came up with a database of potential clients including companies with foreign capital based in Warsaw.

The above assistance provided a good starting point for further business development efforts of SCHNEIDER GROUP in Poland. I would like to recommend Itro Co., Ltd as a reliable and trustworthy partner in penetrating foreign markets.

Yours faithfully,

  
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Managing Partner

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