

To whom it may concern

Copenhagen, July 14th, 2000

Reference

Henrik Johanson has been employed at KILROY travels International A/S since July 1996 and has from January 2000 to August 2000 been working as support to Group Management.

Henrik has mainly been occupied with analyzing and developing business strategies. He has been preparing reports on organizational development and has been developing new business concepts. He has also been making recommendations to Group Management on how to make procedures more effective.

Secondary Henrik has been co-ordinating information internal to Group Management.

Henrik is very competent at grasping complex problems quickly. He is well structured, goaloriented and very responsible in his work. He is good at working independently as well as in co-operation with others and is capable of working under pressure at hectic times. He is extroverted and well formulated both orally and in writing in Danish as well as English.

I hereby give Henrik my highest references and I would not hesitate to reappoint him if he once decides to return.

Finally I predict that Henrik will get far in his further career and I wish him good luck.

KILROY travels International A/S

Reg. no. 158.187

Corporate Head Office

Commercial Services

Financial Services

Knabrostræde 8 DK 1210 Copenhagen K Denmark

Phone + 45 33 48 07 00 Fax + 45 33 48 07 77

www.kilroytravels.com



Mogens Jønek

Sincerely

Managing Director and CEO