

Elgoibar (Spain), 21 / Jan / 2019

For the attention of: To Whom may concern
Subject: Letter of Recommendation - Mr. Jaroslaw Hotala

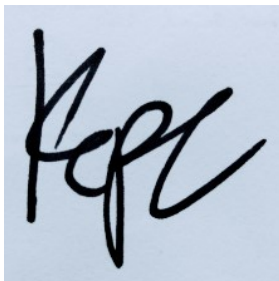
Dear Sir/Madam,

DANOBAT as a manufacturer of High Speed Grinder and Vertical Turret Grinder at XEOS Aircraft Engines Maintenance Repair and Overhaul facility in Swiete, the commune of Środa Śląska (Poland), informs that Jarosław Hotała acting on behalf of the company PM Group sp. z o.o. hired by XEOS sp. z o.o. was the Project Engineer and the coordinator of the assembly of process equipment.

Mr. Hotala showed good organizational skills, technical skills, flexibility and the ability to react quickly in difficult situations. Danobat had the pleasure of working with Mr. Hotala during this challenging project, collaborating on several activities during this equipment installation. Mr. Hotala's ability to handle multiple activities was unlike any we've seen before and made a dramatic support in the installation of Danobat equipment. As a team member or a leader, Mr. Hotala earns my highest recommendation.

On behalf of Danobat S. Coop hereby highly recommend him to any other company or institutions for efficient accounting skills.

Yours Sincerely,
DANOBAT S. COOP.



Kepa Monasterio
Project Engineer - Aerospace & Power Generation Business Unit
DANOBAT
Arriaga Kalea 21
20870 ELGOIBAR (SPAIN)
Tel: +34 943 748 044 Ext:2448



To whom it may concern

1st February 2019

LETTER OF RECOMMENDATION

SFE UK as a manufacturer of Clean Line, Hand Clean Station and Drying Oven at XEOS Aircraft Engines Maintenance Repair and Overhaul facility in Swiete, the commune of Środa Śląska (Poland), informs that Jarosław Hotała acting on behalf of the company PM Group sp. z o.o. hired by XEOS sp. z o.o. was the Project Engineer and the coordinator of the assembly of process equipment.

Mr Jarosław showed good organizational skills, technical skills, flexibility and the ability to react quickly in difficult situations.

We value cooperation with Mr. Jarosław Hotała for professionalism and diligence with which Mr. Jarosław Hotała represented the Client in the design and construction phase of the plant and coordinated construction works and we recommended Mr. Jarosław Hotała's services to other Client's

Regards

Vic Delveir

Business Development Director
Surface Finishing Engineering Ltd
Unit 16 Webner Industrial Estate
Ettingshall Road
Wolverhampton
WV2 2LD

Tel: 01902 409186

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31st January 2019

Jarosław Hotała - Project Engineer
PM Group
Wrocławski Park Technologiczny,
ul. Klecińska 125,
54-424 Wrocław,
Polska

Email: Jaroslaw.Hotala@pmgroup-global.com

Dear Jaroslaw,

Thank you for your assistance in the XEOS project at Wrocław, below I have detailed a little on the project indicated how easy we found it to deal with you to bring this project in on time and to the quality that was expected by the customer.

RE: LETTER OF RECOMMENDATION

TBD Owen Holland as a manufacturer of GE9x and GE9n Engines pits supplied these units to XEOS Aircraft Engines Maintenance Repair and Overhaul facility in Swięte, the commune of Środa Śląska (Poland). During the manufacture and installation we worked closely with Jarosław Hotała acting on behalf of the company PM Group sp. z o.o. hired by XEOS sp. z o.o. was Project Engineer and the coordinator of the assembly of process equipment.

Mr Hotała showed good organizational skills, technical skills, flexibility and the ability to react quickly in difficult situations. As with all large construction projects challenges were encountered – however be it due to translation/communication or with technical issues the reports I received back from my team of engineers on site were all positive in reporting that 'Jarek' was able to assist in addressing issues encountered.

We value cooperation with Mr. Jarosław Hotała for professionalism and diligence with which Mr. Jarosław Hotała represented the Client in the design and construction phase of the plant and coordinated construction works and we recommended Mr. Jarosław Hotała's services to other Client's. We wish him all the best in development of this career and with all new interesting and exciting new projects in which he may be involved with in the future.

Yours sincerely

For and on behalf of T.B.D (Owen Holland) Limited



STEVE WILLIAMS
ENGINEERING DIRECTOR

LETTER TO RECOMMENDATION

FinnSonic Oy as a manufacturer of Fluorescent Penetrant Inspection Cabin and Bearings Clean Line for Aircraft Engines Maintenance Repair and Overhaul XEOS sp. o.o. facility in Swiete, the commune of Środa Śląska (Poland), informs that Jarosław Hotała acting on behalf of the company PM Group sp. z o.o. hired by XEOS sp. z o.o. was Project Engineer and the coordinator of the assembly of process equipment.

Mr Hotała showed good organizational skills, technical skills, flexibility and the ability to react quickly in difficult situations.

We value cooperation with Mr. Jarosław Hotała for professionalism and diligence with which Mr. Jarosław Hotała represented the Client in the design and construction phase of the plant and coordinated construction works and we recommended Mr. Jarosław Hotała's services to other Client's.

FINLAND, Lahti 22.02.2019

FinnSonic Oy

A handwritten signature in blue ink, appearing to read "Pekka Vaarula".

Pekka Vaarula
Project Engineer

FINNSONIC OY

Parikankatu 8
FIN-15170 LAHTI
p. 03-883 030
ly-1081076-0

A handwritten signature in blue ink, appearing to read "Timo Laatunen".

Timo Laatunen
Director, Operations

The word "FinnSonic" written vertically in a large, blue, sans-serif font.



LIST POLECAJĄCY

Firma Enviro-Chemia Polska sp. z o.o. jako wykonawca oczyszczalni ścieków dla zakładu serwisowania i naprawy silników lotniczych XEOS sp. z o.o. w miejscowości Święte, gmina Środa Śląska, informuje, że Jarosław Hotała działając z ramienia firmy PM Group sp. z o.o. działającej na zlecenie XEOS sp. z o.o. pełnił funkcję Inżyniera Projektu i koordynatora montażu urządzeń technologicznych.

Pan Jarosław wykazał się dobrymi umiejętnościami organizacyjnymi, technicznymi, elastycznością oraz umiejętnością szybkiego reagowania w trudnych sytuacjach.

Cenimy sobie współpracę z panem Jarosławem Hotałą za profesjonalizm oraz staranność, z jaką reprezentował inwestora na budowie oraz koordynował prace budowlane i rekomendujemy usługi pana Jarosław Hotała innym inwestorom.

THE REFERENCE LETTER

Enviro-Chemia Polska sp. z o.o. as a manufacturer of waste water treatment plant for Aircraft Engines Maintenance Repair and Overhaul XEOS sp. o.o. facility in Swiete, the commune of Środa Śląska, informs that Jarosław Hotała acting on behalf of the company PM Group sp. z o.o. hired by XEOS sp. z o.o. was the Project Engineer and the coordinator of the assembly of process equipment.

Mr Jarosław showed good organizational skills, technical skills, flexibility and the ability to react quickly in difficult situations.

We value cooperation with Mr. Jarosław Hotała for professionalism and diligence with which Mr. Jarosław Hotała represented the investor at the construction site, coordinated construction works and we recommended Mr. Jarosław Hotała's services to other investors.

Technologia wodno-ściekowa

**ENVIROCHEMIE**

ENVIRO-CHEMIA POLSKA Sp. z o.o.
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NIP: 899-23-99-563, REGON: 932623461

DYREKTOR TECHNICZNY**Paweł Kotulski**