



Hewlett-Packard (Schweiz) GmbH
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REFERENCE

This certifies that Mr Steven Hawkes, born on 14 June 1960, has been employed by Hewlett-Packard (Schweiz) GmbH from 17 October 2011 to 30 November 2012.

His tasks as Information Systems Architect mainly comprised the following:

- Architect responsible for the IBIS3G domain "Unterstützen"
- Architect responsible for the new "Abgeltungssteuer" project
- Supporting the daily activities of the chief architect
- Creation of detailed design specifications for new customer features
- Creation of "business cases" in support of lifecycle project proposals
- Support product managers with cost estimations / pre analysis for the implementation of new product features

Projects, special tasks:

- Evaluation and then creation of a business case to support a middleware platform cost reduction strategy based on open source technologies
- Detailed UML design and specification for the new "LSV Upload" feature for the IBIS3G Web Portal
- Detailed UML design and specification of the new "online account transfer" feature for the IBIS3G Web Portal
- Support activities relating to the introduction of a new HP Cloud initiative

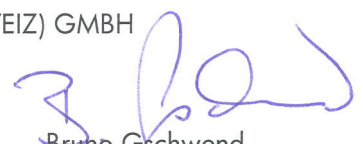
We have known and appreciated Mr Hawkes to be a very committed and interested employee with a high sense of responsibility, as well as systematic organizational and planning abilities. He consistently set priorities, made constructive suggestions and found creative solutions, which he implemented independently and competently. His working method was reliable and conscientious. Due to his analytical approach, his quick and thorough grasp, as well as his high degree of comprehension Mr Hawkes consistently achieved good results. He had a large work capacity, acted only after sufficient consideration and performed in an efficient, careful and timely manner. Additionally, he was always open to new challenges, could be assigned a variety of tasks and was prepared to work outside his normal working hours as needed. Mr Hawkes possessed a good specialized knowledge and ensured that his know-how was up-to-date and implements it directly.

His always friendly, supportive and loyal attitude enabled him to deal equally successfully with clients, managers and colleagues. Mr Hawkes was appreciated for his consistently sincere, open-minded and well-balanced manner. His very trustworthy, competent and confident character was a major contribution towards a pleasant working atmosphere.

Mr Hawkes is leaving us on his own request which we regret. We thank Mr Hawkes for his constantly good performance and wish him all the best for his future.

HEWLETT-PACKARD (SCHWEIZ) GMBH


Alexander Bühler
Enterprise Services


Bruno Gschwend
Human Resources

Dübendorf, 30 November 2012