

Ascom Enterprise  
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**ascom**

## INTERIM REFERENCE

We are pleased to confirm that Mr Steven Hawkes, British citizen, born 14<sup>th</sup> June 1960, has been employed by our company since 1<sup>st</sup> February 2000.

For information on his work during his first year of service, please refer to the interim reference of February 2001.

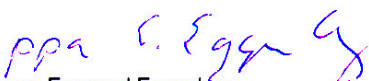
Mr Hawkes works as a software engineer and chief architect of the development of a LAN-based PBX. His job involves the following tasks:

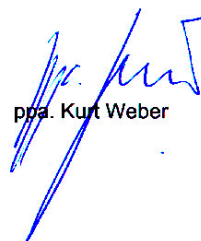
- Heading the architecture team and various working groups
- Preparing studies and architecture concepts
- Defining protocols and interfaces (JTAPI, SDIP, SIP)
- Involvement in the introduction of the RUP process
- Involvement in realization with Rational Rose, UML, JAVA
- Involvement in the drafting of specifications, including specifications for projects with external partners

Mr Hawkes has a wide-ranging, in-depth knowledge of his field and has a rapid grasp. We have found him to be a highly self-reliant, motivated and conscientious employee, whose expeditious and target-focused style of working invariably produces good results. We especially appreciate his commitment and willingness to work beyond his normal working hours. His alacrity and loyalty have earned Mr Hawkes the esteem of his superiors and colleagues alike. His conduct has always been beyond reproach.

This interim reference has been issued at Mr Hawkes' request. We would like to take this opportunity to thank him for all his valuable work for us to date and to hope that we may continue to benefit from his services in future. We wish Mr Hawkes all the very best and every success for the future.

Ascom Enterprise Communications AG

  
ppa. Emanuel Eggenberg

  
ppa. Kurt Weber

Solothurn, March 2002