



Glattpark, May 12, 2009 / HR

Interim Reference

Alain Janovjak, born on April 10, 1985, French citizen, has been employed by our company since January 8, 2008 on a temporary contract.

As a Trainee Accounts Payable, Alain is responsible for the following main tasks:

Key user in Relation to Shared Service Center:

- Analysis of Account Payable Process:

- Analysis of reasons for overdue supplier invoices in close interaction with shared service centre
- Work out proposal to management for systematic reduction of overdues
- Training of end users to achieve faster and appropriate processing of supplier invoicing

- Backfill during major restructuring project

- Update and adaptation of commercial contracts to set up of new legal entities
- Handling of internal and external communication
- Administration of daily cash forecast system
- Tracking and invoicing royalties fees to our international subsidiaries and also 3rd parties for our local brands

Alain's good knowledge of his field of responsibility – Accounts Payable and Backfill P1E - helps him to understand new tasks and workflow well. With his initiative and co-operative thinking he is able to entrepreneurially achieve his goals. His work style can be described as quick and efficient. Alain is responsible and is taking customer and colleagues requests seriously.

We consider Alain as a very stress tolerant and flexible colleague. In relations with customers he has a well-balanced and natural appearance and behavior. His helpful and co-operative approach towards his work is always very much appreciated from his colleagues and manager.

We are pleased to provide this interim reference, which has been requested by Alain. We would like to take this opportunity to thank him for the service he has provided to our organization to date and express our wish to continue the positive working relationship we have had with him so far.

Kraft Foods Europe Services GmbH
Human Resources

Financial Controller BU CH/TREE

Manager Human Resources