



L'ENERGIA CHE TI ASCOLTA.

Dear Sergey!

I want to mark Dmitry Reznikov - project manager from the main contractor for the project localization of the personnel management system based on SAP HR Global Template, a program WISE company Enel, in company JSK "Enel OGC-5".

Dmitry led the international team of consultants NorthGateArinso and Evola, and he show his expertise, flexibility, and high-level business and communication qualities in project management, work organization and coordination among business users with the project team.

Especially valuable Dmitry professional expertise in dealing with business users on the design stage, as its involvement, managed to avoid increasing scope of the project and miss serious influence on implementing business processes.

Also I want to note the high level of project risk management associated with the work of an international project team with localization the Global template in Russia and integration system with Russian and International structures of the Enel company.

The quality and timing of the project, as well as business users feedback indicate a high level of expertise Dmitry as a project manager.

SAP HR Global Project manager
Enel Servizi SpA
Fabrizio Ambrosio

A handwritten signature in blue ink, appearing to read "Fabrizio Ambrosio", written over a horizontal line.

«26» April 2010