

T R I B A L

GB/IJ

7th September, 2009

Private and Confidential



Dear Recipient,

Reference request for Andrew Waugh

In response to your request for a reference for Andrew Waugh it is Company policy to provide only the following information:

Start Date – 01/10/2005

End Date - 31/03/2007

Job Title – Consultant

We have no reason to doubt Andrew's honesty and integrity.

As is customary, this reference is strictly confidential and is given on the understanding that no liability shall arise on the part of Tribal and its employees out of, or in connection with, any reliance placed upon it by you or by any third party.

Yours sincerely

A handwritten signature in black ink that reads "Ian Johnson".

Ian Johnson
Administrative Assistant
Human Resources

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