

# Reference Letter

## Mr. Norbert Kailan

Mr. Norbert Kailan has been employed as consultant in the timeframe March 2008 till Juli 2009 in the department AM/HZA-EDS "Software Production & Development" in quality of software testing engineer.

Mr. Norbert Kailan in his position was responsible initially for the "integration test" activities and he has took over such task with full success demonstrating a very high professionalism and competence, even when the time and the conditions where very stressing.

Additionally during sommer 2008 Mr. Norbert Kailan has initiated the activity to completely automatize the integration test activity with the goal to have a flexible and very fast procedure in order to minimize the "hand work" and the lead time between availability of the software and the release of it.

The above mentioned task has been successfully concluded with a gain of a factor three in time which has to be considered an extremely positive results.

Mr. Norbert Kailan has distinguished himeself for the accuracy in work and professionalism as well as for the insistance in looking for solutions when technical problems were present.

The software product for which Mr. Norbert Kailan was part of the development team is now in production in the "Alfa MiTo MULTIAIR" and the software product is in charge on the engine valves management and it is the first fully variable valve train system in production world wide.

We are grateful for the very effective and successful collaboration and we wish Mr. Norbert Kailan the best for the future. We will be glad to consider Mr. Kailan in future projects, demanding a position with his qualification.

Herzogenaurach 02.10.2009

Gianni Padroni

Manager "Software Production and Development"

Leiter "Produktionsentwicklung Software"

*J.V. Gianni Padroni*