

To Whom It May Concern:

It is a great pleasure for me recommending engineer Adolis Pupo.

Adolis worked in Satocan S.A. since August 21<sup>st</sup>, 2000 to August 26<sup>th</sup>, 2008. During this time he showed outstanding skills for project management, team collaboration, and budget estimation. He also proved an exceptional ability to manage large staff and running multiple projects simultaneously, while keeping excellent relationship with superiors and subordinates.

During the eight years that Adolis worked in our company, he was an invaluable help to us by playing critical roles such as Works Director and Field Engineer, always performing beyond our expectations. He was part of a group of talented engineers who helped developing the civil construction of our company during that time.

For your knowledge, SATOCAN GROUP is a company that operates internationally based in the Canaries, and its main target is to provide professional services in the construction industry which includes research, design, construction planning, and management for both sectors (public and private).

Adolis is an extraordinary asset to any construction company, and I would highly recommend him as an honest and capable professional. Please don't hesitate to contact me as a reference if you want to know more details about Adolis' work.

Sincerely,

  
MBA Mr. Jose Julio Artiles  
Director  
SATOCAN GROUP

Las Palmas de Gran Canaria, Spain, April 30<sup>th</sup>, 2010