



### To Whom it May Concern

Luboslav Ivanko has been employed by Madacom, ltd. since June 2004, and I have known him since then. During his work he demonstrated a lot of qualities that were useful for our company. He is a quick learner able to easily assimilate new theories or applications. He is organized, competent, polite, reliable, computer literate and good team worker. His communication skills, both written and verbal, are excellent. He is a very bright person, as he was able to work in our company as well as finishing his Master's Degree.

He was working with me on three major projects. Providing of internet connectivity and designing a web information portal, Projecting the metropolitan optical network and Development of VoIP service for customers in our area. He was flexible and willing to work on any project that was assigned to him.

He has proven to be capable of analysing and solving problems in technical area as well as communicating with our suppliers and customers. He has come with a lot of fresh ideas that were useful for developing new strategies in our company.

In summary, I highly recommend Luboslav for a position of an IT person and/or telecommunication engineer. He will be a valuable asset for any organization.

If you have any questions, please do not hesitate to contact me.

Sincerely,

Dipl. Ing. Marian Abel  
Key Account Manager

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