

20 August 2007

To Whom It May Concern:

The recruitment team and human resource team of PricewaterhouseCoopers d.o.o. (PwC) has worked with Barbara Ružić in the last year and half. In this period of time, we have developed a great working relationship with Barbara, full of trust and mutual understanding.

Barbara assisted PwC in the entire recruiting process with her invaluable advice and guidance. Based on our experience, we can say with confidence that her professional assessment of each potential candidate has proven to be insightful. Her ability to quickly identify certain characteristics in potential candidates has assisted PwC in making the correct decisions in the hiring process.

In addition to the recruiting process, Barbara has assisted PwC in the appraisal and feedback process. She held various workshops on this subject, participated in appraisal meetings, and assisted us in the objective setting process. This was not an easy task since PwC is a large organisation with well-established policies and procedures. Barbara respected our already established policies, while still providing guidance & advice to help improve our appraisal processes. She listened well to our needs and adjusted accordingly.

In our communication with Barbara, we have most appreciated her professional opinions, honest recommendations, and flexibility.

It has been a pleasure working with Barbara Ružić for all the reasons mentioned above, and we would recommend her services to other companies in Croatia.

Kind regards,

Breda Ivanović
Human Resource manager
PricewaterhouseCoopers d.o.o.
Zagreb, Croatia