

Christian Schweighofer
Jesuitenbachweg 3
2441 Mittendorf an der Fischa

Qualification Appraisal

Mr. Christian Schweighofer, born on 4th January 1963, resident at 2441 Mittendorf an der Fischa, Jesuitenbachweg 3 worked in our firm as Director of Operations from 3rd December 2001 until 31st January 2001.

The scope of his activity and responsibility involved the following tasks:

- Development in the field of technical operation
- Planning and definition of all relevant operational/maintenance systems
- Management of the technical maintenance teams
- Development and further expansion of internal processes, reporting and interface units for all engineering areas as well as for marketing, sales, customers and financing.
- Responsibility in projects for separation of administrative infrastructure, billing, Oracle and NOC departments
- Implementation of all maintenance agreements within the area of technical operation
- Arrangement and stipulation of all maintenance agreements relevant for the operation
- Responsibility for the budget in the area of technical operation
- Reporting to CEO
- Planning, implementation and maintenance of all relevant OSS systems
- Quality management in the technical field
- Member of the Security Board

The scope of his responsibility involved all issues associated with technical operation throughout the firm, in addition to, e.g., the network infrastructure, IT, including the IT office and operation of the Data Centres.

Mr. Christian Schweighofer has been appreciated as a dynamic personality, who, in the performance of his various professional tasks, deeply involves himself, is systematic, and has an intense positive sense of personal responsibility.

He dealt very flexibly and with great self-confidence with new working and stressful situations.

Mr. Christian Schweighofer was a valuable member of the management board thanks to his remarkable professional experience in the field of telecommunication.

His command of the relevant working areas was above average and the results he introduced were of high quality. Mr. Christian Schweighofer always came up with very good ideas, gave motivating suggestions, he independently took charge of all necessary measures and was categorical in their enforcement.

Mr. Christian Schweighofer exhibited a deep involvement in his working activities and made some exceptional achievements. He was manager of 6 departments comprising a team totalling around 60 people.

His systematic and methodical style of negotiation in the establishment of concepts, as well as his orientation towards customers, always resulted in the optimum solution. Mr. Christian Schweighofer proved his identity with the tasks he performed and distinguished himself with his business thinking. He worked very precisely, with care and most conscientiously.

The special tasks were fulfilled by Mr. Christian Schweighofer to our full satisfaction and all our requirements and expectations were met in all respects.

In his managerial activities he succeeded in motivating people to achieve optimum results so that the tasks could be accomplished with a high level of success. Mr. Christian Schweighofer supported active co-operation in the teams and contributed to their further training. His professional involvement in the education of the working team was invaluable.

His relations with the senior management were always correct. He was recognised and appreciated due to his steady performance and promptness.

After the organisational changes in our firm took place, we agreed with Mr. Christian Schweighofer to part by mutual agreement. We wish him all the best and hope that he is successful in his future, both in his private and professional life.

In Vienna, on 31st March 2004

illegible signature

Berthold Thoma
Chief Executive Officer