

Prague, 11 May 2001

**Letter of reference for Mr. Tomas Krystufek for a traineeship at Kraft Foods International**

Dear Sirs,

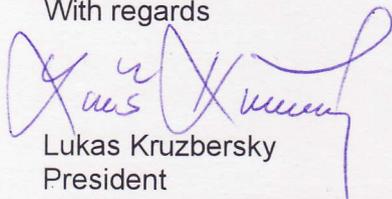
I, Lukas Kruzbersky, President of AIESEC in the Czech Republic, am writing this recommendation to strongly endorse Tomas Krystufek for the job doing stuff in your company.

I have known and worked with Tomas Krystufek for 4 years, first in the AIESEC local office in Ostrava, and for the past year on the National Team of AIESEC in the Czech Republic. I selected Tomas Krystufek into the National Team in February 2000 and he is one of the most valuable members on the team. After one year I believe can summarise his main qualities into following points:

- **Manage the financial agenda of the organisation** – he was primarily responsible for managing accounting at all local offices, submitting the financial reports and co-ordinating the external audits of the organisation done by PriceWaterhouseCoopers and BDO – He was also responsible for developing a long-term financial analysis of the organisation done together with McKinsey & Co.
- **Negotiate with external entities** – Tomas initiated and then managed a working group of student organisations and universities (the Association of Deans, Academy of Science, concerned Members of Parliament, EU Exchange Programmes, and student exchange organisations) in lobbying the Parliament of the Czech Republic and negotiating at the Ministry of the Interior, the Ministry of Education and the Ministry of Foreign Affairs with regards to the Immigration Laws – despite many challenges and obstacles, he managed to achieve a shortening of the visa process for foreign interns from 4 to 2 months
- **Lead and manage others** – Tomas was responsible for managing team of finance co-ordinators of 7 local offices to create and implement new financial tools to support the new organisational structure – they achieved growth of incomes from new core activity of AIESEC from 11 to 34 % in the year 2000
- **Being an excellent team player** – Tomas was always willing to sacrifice his own interests to contribute to the results of the team and he was the role model for others in high professionalism in his responsibilities and operations – He is also a motivator of the people around him and a great deal of fun to work with

If I would be again creating the team, Tomas would be one of first people I would approach, especially for his very strong results orientation and ability to work in the team and manage others.

With regards

A handwritten signature in blue ink, appearing to read 'Lukas Kruzbersky', written over a faint blue stamp of the AIESEC logo.

Lukas Kruzbersky  
President  
AIESEC in the Czech Republic



AIESEC Česká republika  
Senovážná 2, 110 00 Praha 1  
IČO: 613 79 166, DIČ: 001-613 79 166