

To whom it may concern

COWI A/S

Parallevej 2  
DK-2800 Kongens Lyngby  
Denmark

Tel +45 45 97 22 11  
Fax +45 45 97 22 12  
www.cowi.dk

## Employer's certificate:


Date  
2 Feb. 2004

Our ref.

I, the undersigned, hereby confirms that Mr. Frank Hansen has been employed by COWI A/S since April 2002 until present and that the professional experience specified in the below document is accurate with respect to that employment.

<i>Date: from- to</i>	<i>Location</i>	<i>Position</i>	<i>Description</i>
02/04 - 10/04	Latvia	QA manager	QA activities in relation to the establishment of a Fishery Marketing and Information Centre
02/04 - (end 2007)	Ghana	QA Manager	QA activities in relation to the establishment of a Private Sector Advocacy Fund
02/04 - (end 2008)	Tanzania	Organisa- tional De- velopment Expert	Formulation and implementation of strategy for Association of Tanzanian Employers (ATE). The strategy to focus on the establishment of a National outreach and improving the Advocacy Capacity of ATE towards the Government
08/03 - 11/03	Vietnam	SME/Incuba tor expert	Formulation of financing Proposal and Technical Administrative procedures for "Vietnam Private Sector Support Programme".
04/02 - 07/03	South Africa	Long term adviser	Capacity development within DME. Development of standards for household appliances and industrial products.

Yours sincerely



Peter Maagoe Petersen

Head of Department