

Translation from Polish

POLISH AIRLINES (PLL LOT)

LOT S.A.

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23 January 2003

Re: Performance of Mr Michal STANKIEWICZ in the Marketing and Sales
Development Department

To whom it may concern

Mr Michal Stankiewicz was promoted to the position of Manager of the Promotion and Advertising Section in May 2001, where he was responsible for the overall management of the PLL LOT brand, formulating and implementing our communication strategy in Poland, and also overseeing the implementation of the strategy in markets in Europe and North America.

In the work he did on developing and implementing the communication strategy, Mr Stankiewicz achieved the targets set within the planned timeframes, also working closely with staff from other sections and motivating his team to ensure maximum impact from marketing campaigns, and the best possible use of budgeted resources. One of the activities conducted in this context was the advertising promotion campaign to launch a new marketing campaign for small and medium-size enterprises in the Polish market. The results exceeded our expectations.

In addition to the above activities, Michal Stankiewicz also played an active part in developing the strategic marketing plan for the Polish market, and in particular was one of the three individuals substantively involved in overseeing the plan development process.

In view of the value to PLL LOT of Michal's contribution to this process, in September 2002 I appointed him as Marketing Strategist. During this time Michal has worked closely with the Directors for various of the company's markets, and has carried out strategic analyses of those markets. On the basis of those analyses, and also working with regional representatives, he has developed strategies for marketing activities with a view to further strengthening the company's competitive position and boosting sales.

I have no hesitation in recommending Michal to other prospective employers. Please contact me for any further information required.

[signature]

Wojciech Czubek

Director, Marketing and Sales Development Department

[company registration data, etc. in footer not translated]

[Translated from a copy certified by George D. Hill, J.P., on 10 February 2003]

