

Translation from Polish

POLISH AIRLINES (PLL LOT), LOT S.A.

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21 January 2003

Re: performance of Mr Michal STANKIEWICZ at Polish Airlines LOT (PLL LOT)

To whom it may concern

Mr Michal Stankiewicz was employed from June 1998 in the Communication and Public Relations Department as a Specialist in Promotion and Advertising. His main task was to be involved in the formulation of advertising and sales promotion campaigns on the Polish market, and the implementation and assessment of the effectiveness of those campaigns.

In that capacity, Mr Stankiewicz contributed, among other things, to increasing air ticket sales through the effective performance of sales promotion activities within allocated budgets. He also played a major part in reducing promotion and advertising costs by organising a tendering process for selecting our advertising agency. Mr Stankiewicz participated in the negotiations and the drafting of the contract with the agency selected.

In June 2000 I appointed Mr Stankiewicz as Specialist in Corporate Identity, so that he could work on developing and managing the corporate image of PLL LOT. In this role, he ran a number of projects which had a major impact on reinforcing a positive brand image, at the same time differentiating PLL LOT from the competition. The satisfactory implementation of those projects demanded a broad knowledge of brand management, project management and problem-solving skills, and the ability to work effectively with many other people on the company's staff. He also had to be a quick learner and to demonstrate a creative and flexible approach to his work.

In May 2001 Mr Stankiewicz was deservedly promoted to the position of Manager of the Promotion and Advertising Section, in the Marketing and Sales Development Department. In September 2002 he was promoted to the position of Market Strategist, to work on the development of the PLL LOT marketing strategy in Poland and abroad.

I have no hesitation in recommending Mr Michal Stankiewicz as a very responsible and committed member of the staff who has shown the ability to work in a range of positions and perform the tasks assigned to him in a purposeful and effective manner.

Please contact me for any further information required.

[signature]

Andrzej Wysocki

Director, Communication and Public Relations Department

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

