



Lloyds Bank Plc
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TO WHOM IT MAY CONCERN

T E S T I M O N I A L

This is to confirm that Mr. A.D. Dirkzwager, born 18th August 1940, has been in our employment as of 1st July 1981 till 30th September 1993.

During this period he was Manager of our branch in Rotterdam and in this capacity reported directly to the Principal Manager of Lloyds Bank Plc, The Netherlands, located in Amsterdam...

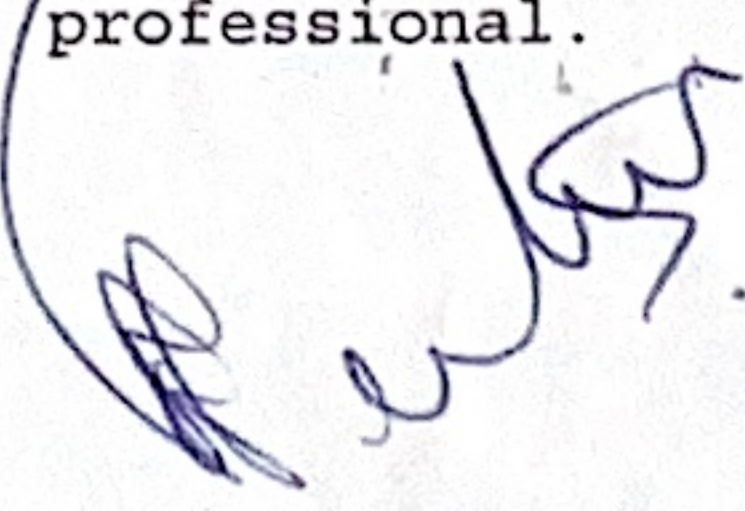
Originally the branch served both private and corporate clients. Under his leadership the branch was converted to a Corporate Banking Unit specializing in Trade Finance. During that period overall operating efficiency was further improved by centralizing routine administrative tasks in the Amsterdam branch. This not only freed up staff but also allowed the remaining people (15) to specialize in Corporate and Trade Finance with an excellent reputation in the market place. All this lead to increased profitability, also caused through new business development.

In summary a commendable performance. He is very bottom-line driven with a keen eye for new relationships.

At the end of his employment with Lloyds Bank it became clear that stiffening competition made it necessary to rationalize further and completely amalgamate the two branches of Lloyds Bank Plc in The Netherlands into the one in Amsterdam. This amalgamation meant he left Lloyds Bank Plc.

The undersigned got to know him since July 1992 when the undersigned took up the position of Principal Manager for Lloyds Bank Plc, The Netherlands. During this rather short period of time the undersigned found him an intelligent and diligent worker and a seasoned and capable banker with a strong desire to succeed.

We do wish him all the best in his future life, being it personal or professional.


M.J.C. Pattinson
Principal Manager
The Netherlands