

Skopje, 19th October 2009

To Whom It May Concern:

This is to confirm that CEED Macedonia has used the services of Mr. Viktor Kunovski and his consultancy company Coach Era Group on several occasions in the past 15 months.

He has been introducing executive coaching and values based leadership for the participants in our CEED Top Class Plus entrepreneurship and management training program. In this capacity he has created the curriculum and lead both Leadership and Coaching modules for the Top Class Plus 2008/2009 generation.

In April 2009 we have engaged Mr.Kunovski to be part of the team that designed and implemented series of two-day workshops "Performance Appraisal with accent on coaching and regular managerial feedback" for 100 line managers of Macedonian Telekom AD Skopje. Apart from design of the curricula, Viktor has been leading the modules for coaching in these workshops and for his contribution he has been evaluate by the Macedonian Telecom employees with some of the highest marks for training quality and delivery.

It has been real pleasure and professional experience to collaborate with him on these exciting and innovative projects, and we highly value and recommend his expertise and experience in the fields of executive coaching, leadership development and organizational culture transformation.

CEED Macedonia

Jovan Madjovski, Manager

