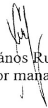


LETTER OF REFERENCE

To whom it may concern,

Ernst & Young Ltd. has been utilising the services of CROSSROADS Ltd. since 1993. Their assistance in our privatization projects (consecutive interpreting at negotiations, translation of tender documents, business plans, contracts, etc.) has been in our appreciation of excellent professional quality. The reliability and performance of the firm therefore has met our complete satisfaction.

Yours sincerely,


dr. János Rudas
senior manager

ERNST & YOUNG Kft.
3.

Dr. Wozny