

To Whom It may Concern

Subject: Letter of recommendation of the 4th Pillar platform

I would like to give the my personal recommendation to the 4th Pillar concept – great new idea to use innovative blockchain-based, decentralized technology for creating a non-discriminative candidates' database with automated evaluation system, supported by additional tools for candidates, employees, recruiters and employers. On top of that 4th Pillar aims to provide tools for companies to reward or pay employees directly without any intermediaries.

During over 20 years of my carrier in international companies, like Pepsi, Mars, BP or Castrol, in several countries I have been confronted with challenges related to the human resources and labour management. On every level of management – especially as a Board Member of BP Europe SE, a company employing many thousands of people in 6 countries, operating 4000 petrol stations and 2 refineries – I realized the complexity, costs and the workload involved with HR processes.

For the last 4 years I have been developing an HR business in South – Eastern Europe. As managing director or supervisory board member of various companies belonging to Work Service Group I have been acting in Hungary, Romania, Slovenia, Croatia, Serbia and Bulgaria, gaining additional experience in all aspects of staffing business. Work Service Group provides employment for app. 300.000 individuals on annual basis. It is the first HR company listed on Warsaw Stock Exchange, gaining several rewards and recognitions. In 2015 Work Service was listed among “Global 100 Largest Staffing and Recruitment Firms”. The list has been released by Staffing Industry Analysts, the global provider of business information about workforce solutions.

Based on all my experiences I can say that the 4th Pillar concept is really unique and can make a difference in HR going forward.

Wojciech Mora

Business Development Director

Work Service SA