

# Genentech

IN BUSINESS FOR LIFE

## MEMORANDUM

Date: 04 Aug 06

This letter is to confirm that Izabella Guebelli provided excellent consulting services to Genentech External Quality department when working on site at Novartis Biotech facility in Huningue on behalf of Genentech in year 2006. She demonstrated great technical skills as well as interpersonal and communication skills when reviewing a large volume of technical documentation for the purpose of a lot review.

Alina Rokicki  
Senior Manager  
Genentech

**CERTIFICAT**

Nous attestons que

**Madame Isabella GUEBELI**

originaire de St-Gall, née le 11 mai 1959, a enseigné les mathématiques et la physique aux élèves préparant aux examens pour l'obtention de la maturité suisse et/ou du baccalauréat français, du 1<sup>er</sup> septembre 2003 au 16 décembre 2004.

**Madame GUEBELI** a donné le meilleur d'elle-même, préparant ses cours avec sérieux, sachant stimuler ses élèves et corrigeant leurs travaux avec soin.

Conscientieuse, elle a entretenu de bons rapports tant avec ses élèves qu'avec ses collègues et la direction .

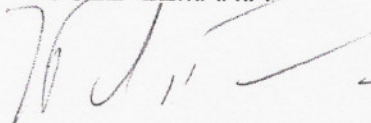
Pour des raisons de restructuration, nous avons dû nous séparer de Madame GUEBELI car nous n'avions plus de poste correspondant à son profil.

**Madame GUEBELI** nous a quittés, libre de tout engagement à notre égard, mais liée encore à l'obligation du secret sur les affaires de l'Ecole, particulièrement sur les faits venus à sa connaissance à propos des élèves et de leurs familles.

Nous formons tous nos vœux pour son avenir.

Lausanne, le 16 décembre 2004  
DP/ot

ECOLE LEMANIA



JP DU PASQUIER  
DIRECTEUR GENERAL

# Business Strategy BSAG

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## To Whom It May Concern

This is to confirm that Ms. Izabella Guebeli, Lausanne, assisted our firm on market and financial research and did project work in Poland between 1999 and 2003.

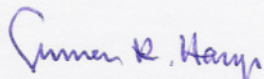
Part of her work consisted of contacting and obtaining financial and other information on a number of National Investment Firms (NIFs) based primarily in Warsaw.

Among other things, she investigated into the changing strategies of these firms, which had been given an important role in the country's privatisation efforts after the regime change. In line with this, the NIFs had taken over large numbers and a major portion of existing Polish industrial companies.

Our firm did several studies for certain NIFs, developing rationalisation plans and market-ing/profit improvement strategies. As a result of Izabella Guebeli's work locally and in Switzerland, supported by her language skills, we were able to define our future strategy and action steps needed in order to capture a further share of the growing management consultancy market in Poland.

Küsnacht, 20<sup>th</sup> December, 2003

**Business Strategy BSAG**



**Gunnar K. Hauge**  
Managing Director

October 1999

### TO WHOM IT MAY CONCERN

This is to certify that **Ms Izabella Gubeli**, born May 11th, 1959 was employed by our company as **Project Analyst** from October 15, 1995 to November 30, 1999.

In this position, and within an international environment, her main tasks were as follows :

- Investigations, studies and analyses related to production of packaging material for liquid foods. The studies have included fact-finding, cost studies, comparisons and presentation of result.
- Close work with project leaders and project teams working with development and introduction of new package variants, new material combinations and new sizes of packages
- Cooperation with our specialists in plastics variants and processing
- Comparison of expected costs for packages produced by competitors to our range of products

Most of Ms Gubeli's work was conducted in English and she extensively used different computerised systems such as Word, Excel, FileMaker Pro and PowerPoint.

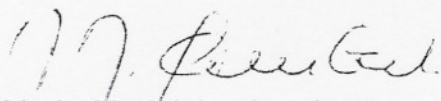
Ms Gubeli has good knowledge of materials and she quickly learnt our operations and systems.

The Project Planning Department was re-organised and her work tasks moved to our Business Unit in Italy and therefore we had to terminate the employment contract with Ms Gubeli. Consequently, she is free of any engagement with the exception of the professional secrecy which she must observe.

Our best wishes accompany her in the continuation of her professional career.



Stig Olofsson  
Project Planning Director



Marie-Madeleine Lambert  
Human Resources Manager

Madame  
**Izabella Guebeli**  
Rue du Valentin 30  
1004 Lausanne

Romont, 2 février 2000

### RECOMMANDATION A QUI DE DROIT

Nous, soussignés, certifions que **Madame Izabella Guebeli**, a collaboré sur appels pour des projets R&D de Tetra Pak (Suisse) SA de 1995 à 1999.

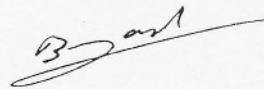
Durant cette période d'activité, elle a été impliquée pour l'analyse des coûts au sein de divers projets (avec le tableur Excel).

Madame Guebeli est consciencieuse, son travail est d'excellente qualité.

Nous recommandons chaleureusement les services de Madame Guebeli à toute entreprise désireuse de s'adjoindre la collaboration d'une personne compétente. Nous formulons nos meilleurs vœux pour son avenir.



Jean-Claude Scherz  
Chef de Projet  
Tetra Pak (Suisse) SA



Bertrand Jaccoud  
Chef d'unité R&D  
Tetra Pak (Suisse) SA

Direction générale: 1, rue Perdtemps - 1260 Nyon - Suisse  
Téléphone (022) 362 17 77 - Téléfax (022) 362 16 69

Usine: Centre AVILA - 29H, chemin du Coteau - 1123 Aclens - Suisse  
Téléphone (021) 869 81 31 - Téléfax (021) 869 93 88

Madame Izabella GUEBELI  
Rue Valentin 30

1004 LAUSANNE

### CERTIFICAT DE TRAVAIL

Nous soussignés RECYMET S.A., attestons par la présente que :

MADAME IZABELLA GUEBELI  
née le 11 mai 1959

a été engagée temporairement dans notre entreprise le 13 juillet 1992.

Au vu des excellents résultats obtenus, nous avons conclu un contrat de travail à durée indéterminée en qualité d'ingénieur de Développement d'ici le 21 septembre 1992 au 30 avril 1994.

Dans le cadre du développement de notre usine de recyclage de piles, Madame Gübeli a été occupée à l'évaluation, la surveillance et la conception d'expérience pilote en laboratoire technique.

Elle a participé activement au dimensionnement d'une nouvelle installation servant au traitement en continu des piles usagées et testé la faisabilité du traitement catalytique des gaz de procédé, cette installation (2'000 tonnes / an) est actuellement en fonction.

Elle a travaillé sur les mises au point de traitement thermique de pyrolyse et de condensation de gaz de pyrolyse.

Elle a effectué des travaux d'ingénierie sur installation pilote de 20 kg à l'heure avec planification, évaluation des budgets de réalisation et réalisation des essais.

Dès janvier 1993, nous lui avons confié la responsabilité du bon déroulement des expériences, des modifications dans le four pilote, la gestion du personnel et de la sécurité de l'installation.

Pour réaliser ces tâches, Madame Gübeli, avait sous sa conduite une petite équipe de deux collaborateurs, ainsi que le service technique de notre entreprise à sa disposition.

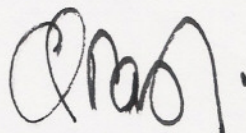
Madame Gübeli a effectué toutes les tâches que nous lui avons confiées à notre entière satisfaction; appliquée et consciencieuse, Madame Gübeli a fourni un travail fiable. Elle a fait preuve de flexibilité, d'initiative et d'une très grande capacité d'adaptation.

Madame Izabella Gübeli - certificat de travail - page 2 -

De caractère agréable, elle a su entretenir d'excellentes relations avec l'ensemble de son environnement professionnel et fut une collaboratrice appréciée de ses supérieurs.

Arrivée au terme des tâches qui furent l'objet de son contrat de travail, elle nous a quittée le 30 avril 1994, libre de tout engagement sauf celui lié au secret de fonction au sens des articles 340 et suivants du Code des Obligations.

Nous la recommandons chaleureusement à tout nouvel employeur qui pourra faire appel à ses services et nous formons nos vœux les meilleurs à Madame Gübeli pour son avenir professionnel.

A handwritten signature in black ink, appearing to read 'D. Graser'.

DANIEL GRASER  
CHEF DU PERSONNEL

January 15, 1992

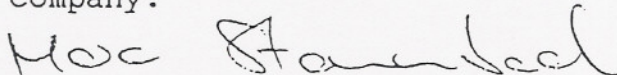
## TO WHOM IT MAY CONCERN

Mrs. Izabella Gübeli-Rzetelski started working for Recymet SA in Aclens beginning of July 1992 on a termed contract basis and subsequently since September 1992 she is engaged on a permanent basis as development engineer in our development group. Recymet SA is a subsidiary of Recytec SA and it is industrializing the proprietary Recytec recycling process for used household batteries in Switzerland. This work certificate is written as I - being her direct supervisor - am leaving the company.

Our main task in 1992 was the development of the continuous battery plant (1'500 t/a) which is getting end of the year under construction. The development group accumulated the critical design data and Izabella was actively involved in solving this very critical goal for the company. She was completely responsible for some processing steps from the theoretical basis down to the actual design, execution and interpretation of the pilot experiments and especially the pilot oven. She successfully supervises one laboratory technician and several workers, provides a good team spirit and has the respect of her colleagues and superiors.

Mrs. Gübeli-Rzetelski is a highly motivated and very well trained chemical engineer; thanks to her previously mentioned qualities and in combination with her high work ethic she plays now a very important role in our development. She's also part of our design and engineering team of the new 1'500 t/a plant team where the know how transfer towards the industrial realization takes place.

Mrs. Gübeli-Rzetelski is currently permanently employed with Recymet and we are very pleased having her working in our company.



Dr. Marc René Stambach

Project Leader / Group Leader Development





DEFI GESTION SA

## TO WHOM IT MAY CONCERN

As Director of Recymet SA, I have met Mrs Izabella Guebeli who worked with Recymet SA  
**Development Engineer.**

She gave me an excellent feedback of Recymet's processing and marketing activities, she knowledge and creativity, proposing many ideas to improve the work.

She is a dedicated person with a high adaptation power and an excellent relationships ability.

Ready to cooperate with the all staff, she is very appreciate by her superior and colleagues.

I strongly recommend her to any company.

02.02.2000

A handwritten signature in black ink, appearing to read "Diab", is written over a horizontal line.

Mohammed Diab  
Director



DU PONT DE NEMOURS INTERNATIONAL S.A.  
2, CHEMIN DU PAVILLON  
P.O. BOX 50  
CH-1218 LE GRAND-SACONNEX  
GENEVA - SWITZERLAND

March 31, 1992

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EMPLOYEE RELATIONS

TO WHOM IT MAY CONCERN


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Mrs. Izabella GUEBELI was first employed by Du Pont de Nemours International S.A. as a trainee from July 1989 to October 1989 and subsequently on a permanent basis until March 31, 1992.

Following a successful traineeship in our Polymers Technical Center, Izabella was offered a position as a Technical Marketing Representative in the LYCRA division of our Textile Fibers Department. In this capacity she provided technical support to major European and Middle East customers in the dyeing and finishing field of warp and circular knitting. Izabella identified and resolved all problems related to the latter. She also assisted them in the development of fabrics. In addition, Izabella was also responsible for the organization of meetings, the writing of technical bulletins, and the training of her specialty. She supervised and carried out extensive tests with the assistance of our Geneva Textile Fibers laboratory facilities. Izabella's responsibilities were further extended when she became in charge of providing marketing technical assistance in order to introduce our new product COOLMAX to our European customers. Her work also included positioning new competitive products through laboratory tests and trade performance analysis.

Considering Izabella joined our LYCRA Fibers organization without prior experience in the dyeing and finishing field, she has demonstrated the ability to grasp things quickly, to work independently, and to remain flexible under high work pressure. Izabella also developed a good relationship with customers and her good sense of team spirit and the ability to get on well with her colleagues also made her a well liked team member. Her being an ambitious young Chemical Engineer coupled with her language skills, i.e. English, French, Italian, and some German, and being fully conversant with the use of PC's have also proven to be a real asset.

Mrs. Izabella GUEBELI is leaving our company free from any obligations except those stated in our employment agreement. We wish her every success for the future.

  
Jacques M. Voland  
Manager - Employee Relations



*DuPont Fibers*

March 1, 1992

To whom it may concern:

As the Technical Project Leader for the Coolmax\* high performance active-wear program, I have had the opportunity to work closely with Izabella Guebeli-Rzetelska for a period of approximately 18 months. Ms. Guebeli-Rzetelska has played a valuable role in the development of our Coolmax\* market in the European region and her technical efforts helped to contribute to a sizeable revenue for the Coolmax\* program in Europe.

It is worthy to note that at the start of the expansion of the Coolmax\* program, prior to Ms. Guebeli-Rzetelska's involvement, the majority of customers interested in adopting this new program had limited experience in working with Dacron® staple and filament yarns. Many problems had arisen, and customers needed technical guidance if they were to continue program development. Ms. Guebeli-Rzetelska recognized the need for support and actually volunteered for the opportunity to lead the technical marketing effort.

One of the concerns initially raised regarding global expansion of this particular product line, was insuring that it would continue to be valued as a premium product. Ms. Guebeli-Rzetelska has played an important role in developing its value through addressing of customer needs and strengthening customer relationships. She demonstrated both technical skills and perseverance throughout her involvement in the Coolmax\* program. Her presence will be very much missed in this program, however, we are confident that she will succeed in the future endeavor of her choice.

Please feel free to contact me if you are in need of further information. I can be reached via telephone at (302) 999-4291 or FAX at (302) 999-2909.

Sincerely,

A handwritten signature in cursive script that reads "Barbara W. Genuario".

Barbara W. Genuario  
Coolmax\* Technical Project Leader

\*Du Pont certification mark for high performance fabrics meeting our quality standards.