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Human Resources

To whom it may concern

Intermediate work certificate for Marcel Ruf

This is to confirm that Mr. Marcel Ruf - born May 19, 1962, citizen of Buch am Irchel/Niederhasli ZH – has been employed in our company since November 1, 2005. Since April 1, 2009 he held the position as Business Operations Manager for the CIS Region with offices in Moscow, Almaty and Kiev, in our Global Sales & Services department. For the time until March 31, 2009 we refer to the intermediate work certificate dated March 31, 2009.

In this function, he has been entrusted with the following main tasks:

- Opportunity / deal management from prospect to order / shipment / installation
- Pipeline performance and bookings forecast
- Business planning, execution, monitoring, reporting and reviews
- Revenue planning and revenue recognition support
- Other Operations activities / projects / ad hoc task
- Business Partnering with CIS and Regional Management Leads, local Sales and Support functions
- Cover / stand-in for CIS Managing Director and Sales Director of Russia

We came to know and appreciate Mr. Ruf as an extremely reliable and trustworthy employee. From the beginning, he was very well qualified for the job. In particular, he has wide knowledge of Business Operations, which enables him to achieve excellent results. He handles the requirements of the job very well and fulfils his responsibilities with great commitment on schedule, with high quality and under difficult circumstances. He is capable of dealing with new challenges. Similarly, he is always prepared to learn anew. We are extremely satisfied with his performance.

Mr. Ruf is unfailingly obliging, friendly and well-mannered towards other colleagues, both internal and external to the company. He is also accommodating and helpful. He is a pleasure to work with.

We would particularly like to single out his contribution to significantly improving the business discipline and controls within the CIS Region; this has been evidenced through outcomes such as high forecast accuracy with respect to meeting weekly bookings commitments and a positive internal audit report for CIS.

This intermediate reference is being issued upon the forthcoming acquisition of our company by Oracle Software (Switzerland) GmbH. Mr. Ruf has a tenured contract with us.

We are pleased to be able to number Mr. Ruf as one of our colleagues and would like to take this opportunity of thanking him for his valuable contribution. We wish him all the best for his future career and hope that we can rely on his highly esteemed work for a long time to come.

Sun Microsystems (Switzerland), Inc.

Paul Martin

Paul Martin
SEE GSS Operations Director

Mara Hochstrasser
Country Manager
Human Resources

Volketswil, May 31, 2010 / pma