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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 and Niederhasli ZH - has been employed in our company since November 1, 2005 as Country Manager Finance & Administration responsible for our Swiss legal entity. As of March 17, 2008 Marcel was seconded by the Regional Vice President to support on site the CIS Region with offices in Moscow, Almaty and Kiev. He still remained in charge as Country Manager Finance & Administration until May 31, 2008. For the time before his CIS secondment we refer to the intermediate work certificate dated May 31, 2008.

In this function, he was entrusted with the following tasks:

- Restore management credibility
- Drive business execution and process discipline and adherence
- Assist in business / account planning, goaling and business intelligence gathering
- Reinforce CIS Leads with respect to managing the business
- Support the CIS Managing Director on day to day, business planning and monitoring activities

We came to know and appreciate Mr. Ruf as an extremely reliable and trustworthy employee who integrated and adopted very fast. With his wealth of experience from previous roles in Sales, Finance and Operations in the IT industry he was very well qualified for the job which enabled him to achieve excellent results in a short period of time. 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 very accommodating and helpful. He is a great pleasure to work with.

We would particularly like to single out his outstanding contribution to significantly improve management credibility and business discipline across the CIS Region.

This interim reference is being issued at the request of Mr. Ruf on account of his transfer to another unit as of April 1, 2009. He 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.

Chris Morris
Managing Director CIS

Mara Hochstrasser
Country Manager
Human Resources

Volketswil, March 31, 2009