

Reference

Mr. Christophe Nau, born on December 1, 1971 in La Réole (France), was employed with our subsidiary Lycos France from March 27, 2000 to December 31, 2004. With effect from January 1, 2005 he assumed the leadership of the European Sales Engineering Team in Germany.

His responsibility included especially the following areas:

- Team responsibility for 10 people (6 in Germany and 4 in Armenia)
- Recruitment and management of the team in Armenia (profiles, job interviews and selection of candidates)
- Responsible for all technical ad operations for Lycos Europe Network (5 countries, 6 billion ad impressions per month)
 - customization of the Dart Enterprise ad server (DoubleClick) and peripheral tools to meet Lycos requirements
 - interface with the financial system (SAP) and the Lycos user database
 - development and maintenance of the Lycos page tagging system
- Responsible for the integration of new ad concepts, targeting capabilities, rich media solutions, video advertising
- Responsible for the technical support for Sales Operations and Ad Management (troubleshooting with creatives and campaigns)
- Technical integration of partners (Google, Meetic, Yahoo...) into the Lycos Network
- Customization of the [DART Enterprise](#) ad server and development of peripheral tools (Sales reporting system, interface with the financial reporting tool SAP...)

Mr. Nau disposes of excellent, substantiated expertise, which he very confidently leveraged to solve even difficult tasks.

He identified with his work and displayed an extremely high level of dedication and self-initiative. The creative ideas and progressive suggestions that Mr. Nau frequently introduced in his sphere of responsibility could be implemented immediately and put into practice with great success.

Furthermore, he always displayed great flexibility and remarkable openness to all new plans. Mr. Nau has an extreme ability to take stress and to deal with heavy workloads at all times. He always maintained a good overview of the situation, even under difficult working conditions and time pressure.

His working style was characterized by outstanding efficiency, careful planning and clear structuring at all times. Mr. Nau distinguished himself through his exceptionally independent working style. Particularly noteworthy are his reasoning abilities which enabled him to make self-contained, deliberate and appropriate decisions even in difficult situations.

Mr. Nau's distinctive ability to comprehend subject matter rapidly enabled him to find and implement practical solutions to problems at all times. We came to know Mr. Nau as an extremely reliable, determined and responsible employee.

Mr. Nau has a natural authority and enjoyed the trust of his employees who recognized his knowledge and appreciated his guidance. He was able to appropriately assess his team members, to motivate them and lead them to very good performances. He delegated tasks in an exemplary way and gave precise and understandable instructions. In addition to that he kept an active contact to other executives, informed them about his work and thereby enabled an exceptionally good co-operation. Mr. Nau also convinced by his distinct ability to settle and solve conflicts.

His personal behaviour was always exemplary. Amongst superiors, colleagues, business partners and employees, Mr. Nau was highly regarded because of his professional communication skills, his always unrestricted loyalty and discretion, as well as his positive charisma.

Mr. Nau fulfilled his tasks always efficiently and to our highest satisfaction and corresponded to our demands and expectations in every respect.

Mr. Nau leaves our company at his own request as of today to seize a new career opportunity. We deeply regret his decision as we loose a very experienced employee. We would like to thank Mr. Nau for his valuable work and his outstanding achievements. We wish him all the best for his future career as well as for his private life.

Guetersloh, July 31, 2008

Lycos Europe GmbH

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EU Co-Operations&Alliances Mgmt.

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