

To whom it may concern

RECOMMENDATION

The recommendation is prepared upon request of Profit House Ltd., org. number 201440798

Bulgaria is a beneficiary of the Norwegian Cooperation Programme under the European Economic Area (EEA) Enlargement Agreement as of 1 August 2007. In the framework of this financial mechanism, Norway has offered to Bulgaria EUR 20 million worth of non-reimbursable assistance for projects covering sectors such as *environment, energy efficiency, sustainable production, Schengen acquis* and aiming to stimulate the economic growth, sustainable development and to strengthen the bilateral relations. The program is administered by the state agency Innovation Norway.

In November 2007 Innovation Norway opened an office in Sofia and for some administrative services such as monthly payroll preparation, consultancy on the amendments in the labour code and information on official inflation rates, Innovation Norway contracted Mrs Oksana Dermendzhieva, who was at that time providing the same services to a number of embassies in Sofia. Since then Mrs Oksana Dermendzhieva has been performing her tasks in time and in a very professional manner. She is a very determined person, able to work independently and willing to promote progress in her working environment. She hugely respects professionalism, humanity, punctuality and passion to success.

Innovation Norway is much satisfied with the services Profit House Ltd. provides. The staff's motivation, good expertise and professional attitude towards the assigned tasks have contributed to the excellent administration of Innovation Norway's office.


Anne Lise Rognefidalen

Country Director Bulgaria and Romania

