

PETER STRUPP BACKGROUND

Peter Strupp, age 46, is a 1989 Graduate of the George Washington University, Washington D.C., USA earning a Bachelors Degree of Arts (B.A.) in History. From 1989 to 1991, Mr. Strupp worked for Constellation Bancorp as a International Trade Specialist and Credit Analyst in Woodbridge, N.J., USA.

He moved to Warsaw, Poland in 1991 with the Polish-American Enterprise Fund (now named "Enterprise Investors") a \$240 million private equity fund.

In 1992-1995 Mr. Strupp joined as Adviser to the President of Bank Rozwoju Eksportu S.A. (now named "BRE Bank" owned by Commerzbank) where he taught hundreds of commercial bankers in credit policy, international trade finance, project finance, loan procedures and corporate credit analysis. He helped to create the first credit analysis software in the Polish language to help bankers understand company credit risk.

Besides BRE Bank, Mr. Strupp also taught hundreds of bankers at Polish Development Bank (PBR), The National Economic Bank (BGK) , Bank PKO BP, BOŚ Bank among many others.

From 1995-1997, Mr. Strupp created Warsaw Capital Sp. z o.o. which was used to help foreign capital invest in Poland. He helped both American (Pepsi) and Dutch (Ahold) investors invest \$75 Million USD of new capital in Poland.

In 1997, he joined as President of TempService Sp. z o.o. (later named Intersource Sp. zo.o.). He built the company from employing 7 full-time employees to having a company employ over 200 employees in 2004. Intersource Sp. zo.o. operated as a recruitment company and found work for over 13,000 Polish workers in 2004. He sold the company to Randstad, a large Dutch recruitment company, in 2004.

He graduated from the Owner President Management ("OPM 33") Program at the Harvard Business School, Cambridge, Massachusetts, USA in 2005.

He became President of the Board of United Business Development in 2005 (www.ubd.pl) and has since converted the company into a joint stock company. The primary activity of United Business Development S.A. is diagnostics, facilitation, coaching and training of tens of thousands of business professionals in Poland, Romania, the Czech Republic , Serbia and Turkey. The focus of the training is on organizational culture change and leadership development. He is now a Board of Management member and the major shareholder of the company.

In 2010-2011, Mr. Strupp created a Human Resources Professional Development (HRPD) Program for HR professionals in cooperation with the American Chamber of Commerce in Poland where he is Co-Chairperson the Employee and Labor Relations Committee.

Mr. Strupp is also Chairman of the Advisory Board for the Warsaw Volunteer Mission (www.wvm.org.pl) ("Warszawska Misja Ochotnicza"). The Foundation helps needy families by providing food, medical equipment, clothing , building materials and emotional support to those in poverty in the Warsaw, Poland area.