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October 24, 2013

To whom it may concern:

The purpose of this letter is to introduce Paweł Szwarcbach and his proven abilities to oversee complex business activities in both a normal operating environment and a crisis environment.

Paweł was employed by my company, *Global Retailers* from October 2010 until July 2011. His position was the Executive Assistant to the Chairman with comprehensive responsibilities and authority for representing both Global Retailers and my personal business interest in Poland. A major segment of his responsibility was to oversee Global Retailers' home décor retail business in Poland as its interim manager during a major restructuring.

Paweł successfully managed the Polish z o.o. company which consisted of 20 to 30 Associates, 3 "brick & mortar" stores in shopping malls and an e-commerce store. During this restructuring, he was fighting against court bailiffs and other debt collectors, conducting negotiations with creditors, motivating associates to stay on board and doing whatever could be done to generate more income and salvage the brand. His main goal was to execute a legal strategy transferring the intellectual properties of the Polish brand back to the parent company, *Global Retailers*. This strategy was fully executed with 100% effectiveness. Although the operating activities of the brand were temporarily suspended in Poland, Paweł made every conceivable effort possible to rescue the brand for another day.

Throughout my retail career which has spanned six countries, Paweł represents one of the most intelligent, talented and committed young leaders that I have ever hired. He proved to be a quick study in learning my business. Several aspects of Paweł's leadership style which I valued were his ability to ask the right questions, to gather good information and be proactive in his decision-making. He demonstrated outstanding initiative; follow up skills and determination to obtain the desired results. Where most might have given up, within an emotional and chaotic work environment, Paweł demonstrated maturity, professionalism and loyalty in fulfilling his work responsibilities.

I strongly recommend Paweł for any leadership position, as an interim manager, a complex business consultant or permanent leadership position; and especially for crisis management. If you wish, please contact me at bwbussey@globalretailers.us or 757-472-2088 for additional information regarding Paweł.

My best regards,

A handwritten signature in black ink that reads "Bill W. Bussey". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Bill W. Bussey
Chairman & CEO
Global Retailers LLC