

Date :29 June 2018

Letter of Référence for Nicolas Mathis – Civil Superintendent

Nicolas has been on the project from the beginning of the site prep - bulk earthworks.

In the duration of the project to date he has demonstrated his civil knowledge and the ability to transfer this knowledge to his peers and the sub contractors.

The particular earthworks in the Artic region has specific requirements and considerations due to the permafrost. He has been very successful in ensuring the necessary standards and compliance to design have been achieved and maintained.

Nicolas is able to lead a team under very demanding schedule and climatic conditions , with the ability to maintain a calm steady influence with the sub contractor and the EPCM team that he leads.

Nicolas has a very good knowledge of the GOST Standards and the documentation requirements for working in Russia.

He also has a very competent ability with regards the contractual requirements and is able to facilitate discussion and ensure the correct understanding is achieved.

He has a very calm patient demeanor which allows him to handle stress and tight schedule requirements very well. He has a systematic approach to managing his work and is able to delegate and instruct the work in meaningful achievable segments.

Nicolas has really proven to be an asset to the EPCM Team . His work has been of a very high professional level.

I would take this opportunity to recommend him to any future employer knowing that he will be an asset.

I will definitely offer Nicolas a position as a Civil Superintendent on my next project .

Nicolas will be remaining on the project to close out all the roads and final landscaping.

Yours Faithfully



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