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## TO WHOM IT MAY CONCERN

Please be informed through the following that Mr. H.A. (Alexander) Groddeck, born 3 October, 1979 in Hamburg (Germany), has been working as independent contractor by Dental Clinics Heerenveen B.V. and Dental Clinics Leeuwarden B.V. from 1 August, 2009 until 21 December, 2015.

During this period, Mr. Groddeck held the position of oral surgeon. He has performed his duties in a professional manner and to the complete satisfaction of the dental practice's management. His contact with both patients, colleagues and management has always been pleasant and constructive.

We have seen the following qualities of Mr. Groddeck: competent, reliable, correct, helpful, hard working and loyal.

We wish Mr. Groddeck all the best for the future, both career wise and in his personal life.

Dental Clinics Heerenveen B.V. Dental Clinics <u>Lee</u>uwarden B.V.

Mr. B.P. Vinke

Director