

16<sup>th</sup> April 2003



JAMES  
GRANT

MANAGEMENT

PUBLISHING

INVESTMENTS

Reference: Wahyd Vannoni.

To whom it may concern,

My name is Peter Powell and I was chairman of worldpop.com. I am delighted to offer a reference on behalf of Wahyd.

Wahyd worked for worldpop.com as head of research and he reported directly to me. He was a hugely important and effective employee and his understanding of market place as well as his diligence in respect of his work portfolio offered worldpop.com huge market advantages and an enviable grasp of our opportunities. He successfully briefed us on our relationship with Z.T.V in India amongst others.

For a company that had international ambitions Wahyd's language skills in Italian, French and Spanish proved a great advantage.

As with all rapidly expanding businesses he was continually inundated with briefs which he answered with patience and skill within tight time-lines. Wahyd was an extremely popular employee, a great team player, loyal, honest and always punctual. His love of sport became a social conduit for many of his colleagues.

Please don't hesitate to contact me for any further reference or follow up.

Yours Sincerely,



Peter Powell  
Chairman  
James Grant Media Group.

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