



PLATMAR S.A.

Metalli Nobili

Via Zurigo 11
Casella postale
CH-6906 LUGANO
Switzerland

November 31st, 1990

CERTIFICATE OF EMPLOYMENT

To whom it may concern:

We confirm that Mr. Paul L. Dunwell was employed by us in the capacity of Assistant Marketing Manager during the period February 15th 1990 to November 30th 1990.

His responsibilities were to identify, promote and develop new markets for our metals internationally.

Although prior to joining us his experience was chiefly in academia, he quickly developed an aptitude for the commercial world and made a much appreciated contribution to our marketing work by putting his intellect and communication skills to good use.

He represented Platmar on a number of occasions when he travelled abroad alone, occasionally at very short notice. We placed a great deal of trust in him from the outset, which he never abused, to act with the absolute discretion and integrity which we demand from all of our staff.

Mr. Dunwell's role necessitated a good deal of independent investigative work, involving specialist reading and international communication though telecons, faxes and personal visits abroad. He showed determination throughout his stay with us, and we found that we could rely on him to investigate thoroughly and quickly any aspect of our market research interests.

Mr. Dunwell applied himself methodically to the appraisal of new technologies (in which, as noble metals suppliers, we had a particular interest), notably building a substantial and comprehensive database on fuel cells.

He introduced a new computer driven information system, which we accessed via a modem, to keep us abreast of developments in our industry.



- 2 -

He undertook evaluations of jewelry promotion, new auto engine technology, fuel cells, and catalyst loadings, as well as new initiatives in environmental technologies. His final reports were always well supported by documentary and empirical evidence, and well presented.

He communicated easily and well with Senior Management. We found his work to be thorough and reliable. Mr. Dunwell has an ability to think clearly under pressure and without support, which is likely to be a valuable asset to any commercial employer.

We found him to be an honest and straightforward character who generally worked well and socialised with the other staff. Mr. Dunwell is presentable and reliable, and has a broad range of abilities which could prove useful in a career in management. Although obviously he still has much to learn in Marketing he realises this himself and exerts sufficient caution to avoid committing cardinal errors whilst learning the business.

We had hoped that Mr. Dunwell would stay longer with Platmar, but a total restructuring of the company was imposed upon us which necessitated losing a high proportion of our staff regardless of their merits. Certainly, Mr. Dunwell's redundancy was no reflection either on his ability or his contribution to Platmar. We thoroughly recommend him to any intending employer.

Mr. Dunwell is leaving us free of any restraints or obligations towards us, with the exception of his guarantee to keep our commercial secrets confidential.

We wish him every good fortune in his future career.

PLATMAR S.A.

A.J.H. Cloete

Managing Director