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Persönlich/Vertraulich

Pecaso Deutschland GmbH & Co. KG
Martin Braun
Im Breitspiel 5
69126 Heidelberg

13 December 2004

Dear Sirs,

The purpose of this letter is to provide a written testimonial by SAP AG for the **Pecaso solution "Clone&Test!"**. Pecaso is an independent service provider for IT-supported Human Capital Management, and a Complimentary Software Partner of SAP AG for SAP's software component mySAP HR.

According to its product description, "Clone&Test!" enables the copying and cloning of personnel data between different SAP clients and systems. The product also provides comparison of payroll or time evaluation results and identifies differences caused by changes to the system. An additional feature is the possibility to scramble personnel data (anonymization) so that the individual character of such a copied person can not be detected anymore. Clone&Test! offers a powerful and automated way to produce comprehensive test data during an upgrade process and various types of mySAP HR implementation projects.

The above statements of the Pecaso solution "Clone&Test!" were confirmed by representatives of SAP actually using the tool. SAP regards "Clone&Test!" as a helpful tool to facilitate SAP customers the completion of tasks associated with mySAP HR upgrades and various types of mySAP HR implementation projects.

Sincerely yours,
SAP AG

A handwritten signature in black ink, appearing to be 'Uwe Simon', written over a light blue horizontal line.

ppa. Uwe Simon
Vice President HCM Localization