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To whom it may concern

**Recommendation for Marcin Mycielski**

The undersigned was a Partner at American law firm McKenna Long & Aldridge LLP ('MLA') from June 2003 until February 10, 2014 and acted as Office Managing Partner of MLA's Brussels office from January 2008 until February 10, 2014. The undersigned withdrew from MLA on February 10, 2014 to become a partner at the international law firm of Jones Day, working out of the Brussels office.

Marcin Mycielski was hired by MLA in October 2012, and worked at MLA until my departure, as an assistant. He was asked to leave MLA because of a decrease of workload due to my departure. Indeed, due to my withdrawal, my entire team of 3 lawyers left MLA and most clients decided to transfer their work to our new law firm Jones Day.

I am very sorry that Marcin has been negatively impacted in his career by my departure and I hope that I will be able to help him find a new position. In fact, depending on the availability of existing personnel here at Jones Day, I would hope that in the future I could at some point offer him a position - which I would then do without hesitation.

Marcin had been hired at MLA on a half time basis to assist in various tasks in relation to the growing number of REACH registration and authorization consortia that I was managing. He assisted in the administration of these 11 REACH registration and authorization consortia, including meeting organization, filing tasks, IT work and general administrative tasks. During his 1.5 years with the firm, he acquired thorough knowledge of all processes involved in the set-up and running of such consortia, from the signature of the initial memoranda of understanding to the re-distribution to consortia members of income from letters of access ('LoA').

Marcin became familiar with all REACH technical terms, he knew the members and the technical consultants involved in dossier work. He was involved in the organization of technical and steering committee meetings of these consortia, and on a logistical level towards the end played a crucial part in their set-up. He gained thorough knowledge of the correspondence and filing procedures (both electronic filing as well as paper files). In particular, he also had to observe various confidentiality procedures we had to put in place among the members.

In addition, Marcin from time to time assisted with legal research tasks and translations.

His excellent language skills in English, French and Polish were very helpful in communication with Consortium Members, particularly in Poland.

Marcin was a pleasure to work with, always volunteering on anything in relation to organization and IT. He had excellent ideas to streamline IT processes and make the work more efficient. He is a very friendly person inside and outside the firm and consortia members approached him during the meetings for organizational and IT help.

Marcin is a smart person and business oriented. Unfortunately at MLA we could not use him to his full intellectual capacity because he was engaged as the most junior (and half time) "extra" person in the

consortia management team and the more senior positions had been taken up by long-standing pre-existing personnel at MLA.

Marcin is a socially skilled, always polite person and integrated very well, from the beginning. He was a pleasure to work with and I wish him all the best for his future career. As mentioned above, if the opportunity arises, I would have no hesitation to hire him back again.

Kind regards,

