



Copenhagen, 12 February 2010

Membership Certificate

This is to certify that Anders Markussen is a member of the Nova100 Talent network. He was admitted into the network in June 2007, as we found that his academic, professional and personal skills comply with our requirements for membership.

Nova100

Nova100 is a unique network of the most talented students and young professionals within economics, business, engineering, IT, and law. Nova100 was originally founded in Sweden in 1997 and is today established in Denmark, Norway, Germany, Finland, and China. The network aims to increase the contact between the most talented students and young professionals and the most attractive employers. Through networking and career-oriented events, our members get to meet our Partners in order to create valuable relations and build knowledge about the company.

The members of the network have an impressive drive, have a strong focus on their career, and ambitions to constantly develop and improve their efforts in order to reach their goals. In the evaluation of applicants, Nova100 values three parameters that we believe constitute a true talent – the academic quotient, business quotient and emotional quotient. The evaluation is based on the candidates' CV, references, academic transcripts and a personal interview with a representative from the Nova100 Talent management team.

Being a member of the Nova100 Talent network thus requires a high academic level, relevant professional experience and great entrepreneurial skills. We also demand a certain level of communicational skills, managerial potential and of course the motivation to be part of an active career network.

Yours sincerely,

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