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Shell has been working with ALEAS Group on a number of Learning and Development projects since 2006. Our first joint initiative was an interactive context-sensitive tutorial integrated with Shell's Global Digital Workplace portal and used daily by over 140,000 employees worldwide. During its development ALEAS has demonstrated a high level of professionalism, dedication and deep understanding of our environment, relevant processes and priorities.

Given ALEAS's well established position in the blended and me-Learning arena, we've recently initiated a Career Navigation initiative bringing together a number of key HR processes, skills, competencies and proficiency levels into a standard and simple framework for Shell employees across the globe. This will become our mandated career framework later in 2009.

We continue to enjoy a very fruitful working relationship with ALEAS and as a satisfied client would be open to provide further individual references.

A handwritten signature in black ink that reads "Rossen Roussev". The signature is written in a cursive style with a large initial 'R' and a long horizontal stroke.

Rossen Roussev