

## Letter of Recommendation

**SCHOTT AG**  
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To Whom It May Concern:

Erick Froede was employed with SCHOTT AG from May 31, 2010 to August 20, 2010. During this period he was engaged as an Intern in the Product Management Department of SCHOTT Solar.

Erick's first task involved the technical competitor analysis. First, he worked on the technical analysis of all existing Photovoltaic technologies (polycrystalline, monocrystalline, thin film). He listed the most important features with the description of pros and cons like cell and module efficiency. Furthermore, he assigned the different technologies to the related companies. Main focus was the estimated actual and future potential of the different products in regards to SCHOTT Solar. Consecutively, he expanded his efforts and analyzed in detail all important top 20 module companies regarding the existing product portfolio. Part of this work was also the attendance of the largest PV and Solar fair "Intersolar" in Munich. He made a in-deep analysis of the competitive modules with technical listing of the existing certificates, module warranty and module properties like mechanical load, dimensions and electrical parameters (short circuit current, etc.). His valuable analysis is used for different internal project in the Business Development and Strategy Department. It is part of product requirement specifications and the market overview.

The second part of his work was about a subject in the field of thin film technology. At the beginning, he visited our thin film product plant in Jena. The thin film product of SCHOTT Solar is SCHOTT ASI with a-Si/a-Si tandem structure. It has some advantages compared to crystalline products like better temperature coefficient and better low-light behaviour. Erick calculated the yield for two different locations (Germany and south Spain) to emphasize the influence of temperature to the yield. He also varied the orientation (south, east, west and north) at different angles to investigate the low-light behaviour. He used commercial simulation software. Here he received an introduction to this program and worked independently to finish this task. His results of the simulation will be used in the next training presentation of our new ASI product.

We found Erick to be a loyal, conscientious and dedicated worker. He is an intelligent person who possesses excellent organization, administrative and communication skills. Erick is a fast learner and seemed always willing to seek more new challenges to broaden his technical proficiencies.

SCHOTT AG

Chairman of the Supervisory Board: Dr. Theo Spettmann

Board of Management: Prof. Dr. Udo Ungeheuer (Chairman), Dr. Jürgen Dahmer, Dr. Hans-Joachim Konz, Klaus Rübenthaler,

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An outstanding characteristic that Erick possesses is his interpersonal skills. He has a knack for dealing with people from a variety of backgrounds in a polite, courteous and professional manner. He communicates clearly, in a positive and cheerful fashion, and with utmost discretion.

Based on Erick's excellent record as an Intern with our company, we can recommend him, without hesitation, as having the potential to succeed in whatever endeavor he decides to pursue.

Sincerely,

SCHOTT AG  
Corporate Personnel Services  
Recruiting

i. V.



Thomas Strasser  
(Head of Global Talent Management)

i. A.



Melanie Löhrhoff  
(HR Spezialistin)