



29 February 2012

In 2009, Tata Global Beverages (holding of Tata Group, Mumbai, India) and the European Bank for Reconstruction & Development (London) purchased a majority equity stake from the Russian founders of a supplier of tea and coffee products in Russia. The shareholders organized a Cyprus holding called Suntyco and a Russian joint venture called Sunty as the corporate entity of the Russian operations.

Tom Nastas was elected to the Board of Directors, Independent Director, of both Suntyco (Cyprus) & Sunty JV (Moscow) as the nominee of shareholders; Tata, EBRD and Celeste Holding (Russia), August 2009.

Tom consistently made contributions to both boards. At the Cyprus level, he managed shareholder relations & Board decisions-KPIs, strategy, investment, finance, budgets and future plans for development. In the supervisory board of the Russian JV (Suntly), his inputs were more directed.

We knew of Tom's work as independent director, also he's been involved in venture investing in the USA, Canada, Europe, Africa, Russia and Kazakhstan. This kind of diversity was sought by Tata to reflect investor expectations and provide input to our Russian JV and management.

Tom brought new discipline to the JV's supervisory board, insisting on proper circulation of documents, reporting procedures, management review of our performance and decision making as the Russian management was unaccustomed to rules of conduct, international corporate governance. Moreover he identified weaknesses in our marketing and strategic direction, specifically the urgent need to adopt and use digital & social media platforms, products and services to capture segments that we were not adequately reaching with our traditional media (mainly broadcast TV).

In one of my e-mails to him, I stated "Tom: If I haven't thanked you for pushing Grand to at least change their web site, if not enter into social media, I would like to do so now."

I note that the JV achieved its budget top line and EBIT targets three years running during Tom's tenure; we achieved these results despite the financial crisis of 2008/09 and profits grew marginally – accomplishments despite the devaluation in the Russian ruble as a result of the global financial crisis. This happened in a complex JV structure in Russia, itself a challenging market, in a financial structure that was completely transparent.

Position held: Tom Nastas, member of the Board of Directors, Independent Director, in Suntyco (Cyprus) & Sunty (Moscow).

Country of work: Cyprus & Russia

Period of work: 2009-now

Contact me with questions about the work of Tom, my private e-mail is bdtsi@yahoo.com; my mobile (Russian) is +7 985 922 1695.

Daniel Brooks
CEO, Tata Global Beverages, Russia
Moscow, Russia

TATA GLOBAL BEVERAGES

"ТАТА ГЛОБАЛ БЕВЕРЕДЖЕС ОВЕРСИЗ ЛИМИТЕД" ФИЛИАЛ
"TATA GLOBAL BEVERAGES OVERSEAS LIMITED" (ВЕЛИКОБРИТАНИЯ)
123060 МОСКВА, УЛ. БЕРЗАРИНА 3Б, СТР. 2, 4 ЭТАЖ, ОФИС 405
ТЕЛ.: 363 9131, ФАКС: 363 9131 www.tataglobalbeverages.com



Imaging Computers Incorporated

07 April 2009

Tom Nastas was one of our venture investors along with Morgenthaler Ventures, the State of Michigan Pension Fund, and Doan Resources when I was CEO of Applied Intelligent Systems Inc, Ann Arbor, Michigan. He subjected us to the most rigorous due diligence process that I have experienced in working with venture financed startups for over 20 years. It helped us to re-think the execution of our marketing and sales programs and strengthened our business plan.

In Board meetings, Tom had an observer role and so, mainly listened and kept silent, but he often made suggestions in personnel, staffing, and organization that we adopted and communicated well with management.

His investment of \$700,000 generated over \$12 million in capital gains for his fund when AISI was acquired by Electro Scientific Instruments (ESIO: NASDAQ).

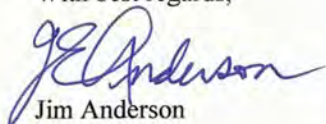
Project/job: Venture capital investor in Applied Intelligent Systems Inc.

Position held: Tom was President of IVI and General Partner of the Fund.

Country of work: USA

Period of work: 1986-1996 (time of investment exit, sale of stock)

With best regards,



Jim Anderson

Former CEO, Applied Intelligent Systems Inc

Ann Arbor, Michigan



***Selected One of Forbes'
Top 200 Small Companies***

7 September 2010

To Whom It May Concern:

Tom Nastas was one of our core investors along with the Michigan State University Foundation, the State of Michigan Pension Fund, Morgenthaler Ventures, Doan Resources & others in the financing and growth of Neogen Corporation; Neogen develops, manufactures and markets a diverse line of products dedicated to food and animal safety with the initial technology created and spun-out from Michigan State University. His fund invested \$700,000 in a \$2,800,000 financing to finance product enhancements and our working capital needs when our sales were less than \$7 million.

Fifteen months after his investment, Neogen went public on NASDAQ with a quick valuation increase from \$10 million to \$22 million. Since that modest success, Neogen capitalization for fiscal year 2010 is now over \$698 million, with revenues and net income exceeding \$140 million and \$17 million respectively. We've grown from 40 employees to over 400 employees in multiple U.S. and international locations, and a worldwide presence. In recognition of this success, Neogen has been repeatedly named to Forbes Magazine's list of the 200 Best Small Companies in America, chosen for the new Russell Microcap Index and by the NASDAQ National Market to be included in its top tier of listed companies, the Global Select Market, win-wins for our investors, our employees and the State of Michigan.

Tom invested in us when the venture capital industry in Michigan was just starting, when early stage venture capital and investors were few, and it was a challenge for young & unproven technology companies like Neogen to raise money. Like his other investee companies, he subjected us to one of the most detailed due diligence procedures to understand our core value in the market and the growth potential that we possessed, given the newness, marketing and customer adoption issues with our technologies. Tom had the vision to see our growth potential and the tenacity to sell the investment to his Investment Committee and close the investment in less than three months. He met with me and members of the team each month, reviewing our accomplishments & budget as his action to report our progress to the Fund's Investment Committee.

Project/job: Venture capital investor in Neogen Corporation, \$700,000 invested.

Position held: Tom was President of IVI and General Partner of the Fund.

Country of work: USA

With best regards,

James Herbert
Chairman of the Board
Chief Executive Officer
Neogen Corporation
Lansing, Michigan USA

AEF ADVISORS, LP

THE CENTURY BUILDING
130 SEVENTH STREET, SUITE 400
PITTSBURGH, PA 15222

8 April 2009

Dear Sir or Madam:

This letter is to confirm that Thomas Nastas of Innovative Ventures Inc., was our senior advisor when I was the Managing General Partner of HP Russia LP, the Russia VC fund of Point Venture Partners and HarbourVest, one of the premier VC/PE firms in the world.

Project/job:

Tom's initial role was to drive forward a stalled investment, finish negotiations including deal structuring, deal covenants, Board representation and the creation of the investment memorandum for presentation & approval to the Fund's Investment Committee. The investment officer working for our majority investor, the European Bank for Reconstruction & Development (EBRD), commented that Tom's investment memorandum was the most complete and comprehensive that she had seen from any of the EBRD's regional venture funds.


After this success I asked Tom to continue his assignment for another 12 months, as Chief Investment Officer, managing our Russia headquarters' office and local Russian staff.

Position held: Tom Nastas, senior advisor to HP Russia, LP

Countries of work: Russia

Period of work: 1997-1998

Sincerely,



Kent Engelmeier
Partner

9 April 2009

Background: Shell Technology Ventures (STV) was a corporate Venture Capital investor with Thomas Nastas and Innovative Ventures Inc. (IVI), to make VC investments in Russian technologies that brought game changing improvements in upstream E&P. I was an investment officer with STV, and I managed the relationship with Tom and the team. Tom led the team from start-up, building deal flow, conducting technical and investment due diligence as we worked together to shortlist projects for investment. Under his management, the IVI team sourced opportunities from Russia which greatly assisted STV in developing a better understanding of Russian potential in technology generation.

This letter confirms that IVI, led by Thomas Nastas worked with STV, when I was the investment officer with STV, the corporate venture capital group of Shell International. I was one of the project managers managing this project.

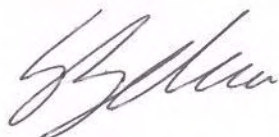
Project/job: Organize and execute a project to source and evaluate venture capital opportunities in Russia for investment by STV and IVI.

Position held: Tom was President of IVI and the project manager of the team.

Country of work: Russia

Period of work: 2004-2005

With best regards,



Greg Zdun

NEW REALM INVESTMENTS, LLC

22 April 2009

RE: Letter of Reference for IVI

To Whom It May Concern:

This letter confirms that Innovative Ventures Inc. (IVI), was a contractor the International Science & Technology Center (ISTC), with Tom Nastas, President & Founder of IVI as the project manager and contact with us.

Project/job:

Tom Nastas and the team of IVI was our VC partner when I was Deputy General Director of the International Science & Technology Center, Moscow. IVI won the tender to be our lead advisor in the US/EU initiative to transition CIS institutes and companies from military work to industrial and commercial markets.

The IVI team validated/structured technology opportunities in IT, biotech, medical, security & energy to name a few. Tom led the team in commercializing sensor technology & IP to telecomm & energy markets, and he got private industry to the table to fund product development and commercialization. Later we asked Tom to conduct trainings and 'master classes' to over 100 scientists, entrepreneurs and company founders in commercialization, marketing & sales, and raising capital from global VC investors.

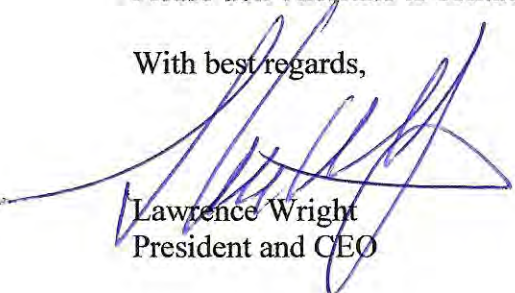
Position held: IVI, senior advisor to the ISTC, Moscow.

Countries of work: Russia

Period of work: 2002-2004

Please don't hesitate to contact me with questions.

With best regards,



Lawrence Wright
President and CEO

May 6, 2009

**This letter confirms that Thomas Nastas of Innovative Ventures Inc., is a contractor
at the World Bank.**

Project/job:

I engaged Tom Nastas on several occasions as our venture capital advisor in my capacity as Science and Technology Program Coordinator for the World Bank. Tom's work included the analysis and creation of venture capital funds in various emerging market countries, and the presentation of these VC schemes to government policy makers. I've recommended the engagement of Tom to my colleagues at the World Bank; in one project, he was engaged as the senior VC advisor for the analysis, development and creation of an R&D scheme for Slovakia.

Position held: Tom Nastas, Senior Advisor to the World Bank.

Countries of work: Latvia, Kazakhstan & Slovakia

Period of work: 2004-2006

With best regards,



Alfred Watkins
Science and Technology Program Coordinator
Finance & Private Sector Development
Europe & Central Asia Region
The World Bank
Washington D.C.
Tel: 202.473.7277
e-mail: awatkins@worldbank.org



Shell Exploration & Production

Shell Exploration and Production Services (RF) B.V.

31 Novinsky boulevard

Moscow 123242

Russian Federation

Tel +7 495 792 3550

Fax +7 495 792 3553

Internet <http://www.shell.com/ru>

To: Tom Nastas, IVI
From: Alexander Rozenfeld, Shell
Re: IVI contract with Shell
Date: April 9, 2009

This letter confirms that Innovative Ventures Inc., led by Thomas Nastas was a contractor of Shell Technology Ventures (STV), when I was a manager with GameChanger, a technology innovation department within Shell International Exploration and Production (SIEP). I was one of the project leads managing this project on the behalf of Shell. I can personally vouch for Mr. Nastas' work quality and commitment to the project and to developing innovation opportunities.

Project Scope: Organize and execute a project to source and evaluate venture capital opportunities in Russia for investment by Shell Technology Ventures, GameChanger and IVI.

Position held: Tom was President of IVI and the project manager of the team.

Country of work: Russia

Period of work: 2004-2005

Regards,

Alex Rozenfeld

Head of Planning, Shell Exploration and Production Services (RF) B.V.

Established at The Hague,
Carel van Bylandtlaan 30, 2596 HR The Hague
Commercial Register, The Hague 27142451
VAT number: NL004790996B73

NN:9909013204 KPP:773851001 OKPO:45889933

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Исходящий № _____

от _____

15 April 2009

This letter confirms that Thomas Nastas is independent director of Sotsgorbank, Moscow. Tom also serves on the Bank's Audit & Risk Management Committee.

Project/job:

1. Serve on the Board of Directors, lead/participate in discussions and proposals submitted by management, review and approve corporate initiatives and the budget to execute.
2. Execute international corporate governance procedures into the Bank and ensure compliance to transparency.
3. Promote the Bank to international investors and international capital markets, assist Bank management in raising debt and equity capital from Russian and international investors, presentation documents, introductions and negotiations.
4. Participate in the Bank's audit and risk management committee, which provides oversight to our financial and risk management business practices

Position held: Tom Nastas, Independent Director, Member, Board of Directors, Sotsgorbank.

Countries of work: Russia

Period of work: 2007-current

With best regards,

Alexander Dmitruk



Chairman of the Board of Directors



Россия, 121059, Москва, Брянская, д. 5, этаж 8
Тел.: (495) 782-1506; факс: (495) 782-1507
www.nand.ru e-mail: info@nand.ru

April 16, 2009

our nr. N-15\0409

This letter confirms that Thomas Nastas was elected to the Board of Directors, Independent Directors Association in June 2008, and he remains a director to this day.

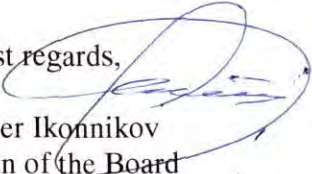
Project/job: *Serve on the Board of Directors, Independent Directors Association, to promote the use of international corporate governance practices by Russian companies and the use of independent directors in Russian companies.*

Position held: Independent Director, the Independent Directors Association, Moscow, Russia.

Country of work: Russia

Period of work: 2008 to current

With best regards,


Alexander Ikonnikov
Chairman of the Board
Independent Directors Association