

Qualification of Team Member

Attachments to this document provide proof that Nenad Bozanic fully meets requirement for Team Member.

Proven participation as an evaluator in consultancy projects implemented in other countries;

Attachments:

1. Contract with Savvy Business for participation in Supplier Development Programme
2. Appointment Letter with IFC (World Bank Group) for first SDP in Serbia
3. Contract with IDI for second SDP in Serbia

Possession of the EFQM (assessor, certified consultant) qualification is an advantage

Nenad Bozanic successfully passed training as EFQM Assessor and Validator

Attachments:

4. EFQM Assessor Certificate
5. EFQM Validator Certificate

CONSULTANCY CONTRACT

On this day of 12th of July 2019 between:

1. **Savvy Business sLTD**, registered in the Sofia City court under company file No 10838/2005, Unified Identification code with Bulstat register 131500524, with a corporate seat in 16A Gen. Parensov Str., 1142 Sofia, hereinafter called as **"Savvy"**, on the one part, and
2. **Nenad Bozanic**, citizen of the Republic Serbia, born on 7/7/1973, with a passport No: 012373900, issued on 14.01.2016, hereinafter called as the **"TEAM LEADER"**, on the other part,

The present contract was concluded as follows:

Whereas

Euroconsultants S.A. (GR) having its branch in Kazakhstan, has been awarded a service contract for the project with the title **"Provision of consulting services for the establishment of the Supplier Development Service, development of its competencies and implementation of pilot projects for the supplier development"**, Contract No: KZ/SMEC/QCBS-04 (hereinafter referred as the **"PROJECT"**) by the Ministry of National Economy of Kazakhstan (hereinafter referred to as **"the Client"**) under the World Bank Programme with the title: SME Competitiveness Project and Project ID: P147705.

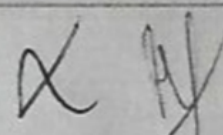
Savvy has proposed and nominated the TEAM LEADER based on his expertise and experience in SDS, the SMEs, business development, support to enterprise competitiveness and export promotion;

The service contract between ERCA Branch Kazakhstan and the Ministry of National Economy of the republic of Kazakhstan has been signed on 12th July 2019 and its duration is 19 months.

The Parties agree to cooperate on the terms and conditions specified in this Agreement

1. SUBJECT MATTER OF THE CONTRACT

- 1.1 The TEAM LEADER will be acting according to the Terms of Reference of the Project with an input up to 10 months (200 man-days) within the period of 19 months duration of the project, i.e. 12th of July 2019 – 31 January 2021. 180 man-days (9 months) shall be performed in the place of operations, i.e. the Republic of Kazakhstan and 20 man-days (1 month) from the home office.
- 1.2 The contract Project commencement date is 12th July 2019, as the date of signature of the service contract with the Client.
- 1.3 The TEAM LEADER shall be responsible for the following tasks and activities (the Assignment), as defined in the Terms of Reference which shall be delivered within the timeframe as described in the Work Plan agreed by the Client:
 - i) Implementation of Phase 0 – mobilization, submission of work plan to the Client and full study of the SME development policy
 - ii) Management of the project team
 - iii) Selection of the SDS team
 - iv) Setting of the SDS
 - v) Planning of trainings and events



- vi) Creation/setting of SDS
- vii) Identification of potential SDS stakeholders
- viii) SDS Operations Manual
- ix) Conducting a consultative workshop on the Phase 1 and 2 results of the implementation
- x) Management of the business review 1
- xi) Management of the business review 2
- xii) Management of the consultancy support services to companies selected for the second phase of intensive support in obtaining certification
- xiii) Preparation of list of companies for certification. Preparation of addenda to contract with list of companies + certifications
- xiv) Negotiations with the selected MNCs on all problem areas of supplier development
- xv) Introduction of tools to support and encourage the development of franchising within the pilot project of the SDP
- xvi) Conduction of marketing research among large buyers to determine the possibility of attracting financial support to continue the SDS
- xvii) Conduction of a final consultative workshop to present the results of the project
- xviii) MOUs signed between SMEs and SDS and Large buyers and SDS
- xix) Monitoring the result of 25 M usd increase of revenues of the SMEs
- xx) Liaison with the client
- xxi) Assistance with the selection of ST Expert/Coach/Mentors and Business Consultants

- 1.4 The TEAM LEADER shall follow the Work Plan agreed by the Client and shall report to the Project Director of ERCA and the Manager of Savvy, however the deliverables will be approved by the Project Director and lastly by the Client.
- 1.5 The TEAM LEADER shall work in English and shall submit his inputs in due time in order to be translated into Russian and Kazakh languages as inputs of project deliverables.
- 1.6 The TEAM LEADER shall perform his tasks under this contract in accordance with the international professional standards and ethics, the Terms of Reference and the guidance of Project Director of ERCA and the Manager of Savvy.
- 1.7 The TEAM LEADER will have to submit to the Project Director of ERCA and Savvy's Manager monthly timesheets which shall be reviewed and approved with the Project Director of ERCA.
- 1.8 The TEAM LEADER shall use contact and communication details containing the information of the Project.
- 1.9 During his work, the TEAM LEADER shall not commit of any activities or tasks to the Project Partner (KIDI) without prior notification and agreement of Project Director or Savvy Manager.
- 1.10 The TEAM LEADER will work from the premises of the Project Partner (KIDI). 1 (one) working day shall contain 8 (eight) hours. The TEAM LEADER shall not work during the national holidays of the Republic of Kazakhstan as well as during his Christmas, Easter and New Year holidays from his country of residence.

2. FEE and LIVING EXPENSES REMUNERATION

2.1 For services rendered under this contract Savvy shall pay the TEAM LEADER monthly fee in the amount of US\$ [redacted] (US\$) for work performed both in the field and in the home office and monthly living expenses (accommodation, utilities, local transportation, living expenses, phone, etc.) in the amount of [redacted] thousand four hundred fifty US\$). The total remuneration fee is [redacted] and the expenses [redacted] for the entire assignment, if all 200 days are worked and project is delivered successfully. The fee and living expenses of the TEAM LEADER cannot be readjusted for any reason whatsoever for as long as this agreement lasts, even for extraordinary reasons, the TEAM LEADER waiving its right for that and the parties judging that as

fair and reasonable.

2.2. The TEAM LEADER shall perform his work in Kazakhstan within up to 7 (seven) missions for which Savvy shall pay round trip economy class ticket Budapest – Nur-Sultan – Budapest and transportation by car Belgrade – Budapest – Belgrade. (50 USD/travel)

2.3. In case the TEAM LEADER is required to undertake travels within Kazakhstan (outside of place of operations, i.e. Nur-Sultan), he shall be entitled to per diem in the amount of [REDACTED] transportation (air / train for distance more than 400 KM). Maximum per diems allowed for the TEAM LEADER shall be 30 per diems.

2.4. The payments are as follows:

(a) For the mobilization of the Team Leader, Savvy will pay an advance payment -6000 USD which shall be paid within 5 days from the commencement of the project and which shall be deducted from the last 2 months of the Project. In addition, Savvy shall book a hotel, 4 stars for the first 10 days stay in Kazakhstan. This accommodation shall be deducted from the living expenses of the next payment.

(b) Monthly payments starting with month 2 (August 2019). The payment is done within 5 days from issue of the invoice.

(c) Payment of tickets and per diems shall be done by Savvy before any mission in exchange of an invoice and after each mission, the Team Leader has to provide boarding passes+ per diems receipts or transportation invoices.

2.5. In case the Client does not approve any deliverable submitted by ERCA or rejects payment due to the unsatisfactory work of the TEAM LEADER, Savvy will be entitled to either stop any outstanding payment until the respective report / deliverable is accepted by the Client, or to request return of payment from the TEAM LEADER, in case his work has been rejected by the Client and the deliverables ARE not approved, in which case the contract with the Client may be suspended or terminated.

2.6. The TEAM LEADER has to submit to Savvy a tax residence certificate according to the provision of the Double Taxation Treaty between Bulgaria and Serbia, otherwise a tax of 10% will be withheld by the tax authorities in Bulgaria from each payment due by Savvy for the fees, not for the living expenses.

2.7. The payments under this contract shall be made in the following bank account of the TEAM LEADER:

BANK: Komercijalna banka Ad Skopje,

Address: Ul.Orce Nikolov br.3, 1000 Skopje, Republic of North Macedonia

BIC / SWIFT CODE: KOBBSK2X

IBAN: MK07300303002173107

3. VALIDITY OF THE CONTRACT

3.1. The present contract shall enter into force on the date of its signature by both Parties and shall be valid for 19 months.

3.2. The present contract may be terminated by Savvy by any Party with an early notice of at least 30 days. In case of an early termination, the TEAM LEADER is entitled to its remuneration until the day of notification of the termination.

4. OTHER PROVISIONS

4.1. The TEAM LEADER shall carry out its work in due diligence and according to Savvy's standards and ethics and he shall ensure his work does not harm in any way the reputation of Savvy either towards its partners or towards the Client.

5. CONFIDENTIALITY AND RIGHTS

5.1. The TEAM LEADER has no right to disclose to any third party confidential information or information that belongs to Savvy or information that arise out from this Contract and the Contract with the Client, which may possibly come to the TEAM LEADER's knowledge in the context of this Contract. This obligation does not apply in case the information is in the public domain through no fault of the TEAM LEADER.

5.2. The TEAM LEADER is obliged to deliver Services free of any fault or burden or any kind of intellectual right or other.

5.3. The TEAM LEADER is subject to the obligations regarding the intellectual and industrial property rights as well as Code of Conduct of the contract with the Client which is based on World Bank procurement and contractual standards.

5.4. This term survives the termination of this Agreement.

6. GOVERNING LAW AND FINAL PROVISIONS

6.1. Any disputes related to the execution of the present contract shall be settled in an amicable way and if not possible - by the competent Bulgarian court.

6.2. The present contract is governed by the laws of Bulgaria

6.3. Any amendments to this contract shall be made by a written agreement only.

For Savvy Business sLTD:

.....
Ana Maria Tutea

Manager



For the TEAM LEADER:

.....
Nenad Bozanic



**International
Finance Corporation**
World Bank Group

Hamdije Kresevljakovica 19
71000 Sarajevo, Bosnia and Herzegovina
Tel: (+387 33) 251 555
Fax: (+387 33) 217 762
E-mail: pepseinfo@ifc.org
www.ifc.org/pepse

Mr. Nenad Bozanic
Cara Dusana 68
Belgrade, Serbia

January 15, 2008

**LETTER OF APPOINTMENT
for
SHORT TERM CONSULTANT**

I am pleased to offer you a Short Term Consultant appointment to the staff of the World Bank Group – International Finance Corporation. We expect to need your services for about 120 days during the period from January 16, 2008 to June 30, 2008 in Belgrade, Serbia. **Please note that total World Bank Group Short Term Consultant assignments may not exceed 150 days or 1,200 hours per fiscal year.**

If you are a former staff member, limitations on your reappointment are specified in Staff Rule 4.01, currently in effect and as may be amended from time to time.

Your terms of reference are attached. By signing this letter of appointment, you agree to carry out your appointment in accordance with these Terms of Reference.

Your appointment is subject to local recruitment and is subject to the conditions of employment of the World Bank Group - IFC as at present in effect and as they may be amended from time to time.

Please note that it is your responsibility to obtain the appropriate visa or work authorization (if applicable).

Your remuneration will be at the rate of K [REDACTED] tax per day.

In the event the IFC finds it necessary to cancel the assignment or to shorten its duration, the IFC reserves the right to adjust the terms of the assignment as necessary. Your appointment will terminate at the end of the period unless it is extended or a new appointment is made. The IFC has no obligation to extend the appointment or to offer a new appointment, even if your performance is outstanding, but it may do so if agreed to in writing at the time of the expiration of the appointment.

The IFC will make every effort to give you as much notice as possible of any such change. In the event the IFC finds it necessary to extend the terms of this assignment, every effort will be made to accommodate your interests.

Under this appointment, you will be subject to the World Bank Group's Staff Rules in effect at the time you are appointed and as they may be amended during your period of service.

Travel may be authorized by the IFC in connection with this assignment. The policies regarding travel and subsistence are governed by the World Bank Group's Operational Travel Policy (Administrative Manual Statement 3.00)

While you are in authorized travel status on official IFC business on this assignment, you will be covered by the World Bank Group's Accidental Death and Dismemberment, Insurance and Baggage insurance policies. Please note that these insurances will not cover you while on vacation or other personal trips before, during, or after an assignment with the IFC. You are therefore advised to carry personal insurances covering such occasions.

The World Bank Group also provides Worker's Compensation insurance. Please see the enclosed "Notes for Short Term Consultants and Short Term Temporaries" for details on all of these insurances.

The automatic beneficiary designation contained in the World Bank Group's Accidental Death and Dismemberment Insurance policy indicates that payment for loss of life of the consultant will be made to the spouse, if living 10 days after the death of the insured; otherwise, to the estate of the insured. However, if a written designation of a different beneficiary is filed with the World Bank Group (in the specific country office) payment will be made to that beneficiary.

Additional details about policies and procedures relating to Short-Term assignments are set forth in the enclosed "Notes for Short-Term Consultants and Short-Term Temporaries."

All materials produced or acquired under the terms of this appointment - written, graphic, film, magnetic tape, or otherwise - shall remain the property of the IFC. The IFC furthermore retains the exclusive right to publish or disseminate in all languages reports arising from such materials. The rights and duties provided for in this paragraph shall continue, notwithstanding your termination or the execution of its other provisions.

For a period of two years after termination of this assignment, you will not seek or accept work connected with projects or operations that were of direct concern or make use of material acquired during this assignment, unless the prior consent of the IFC has been obtained.

You also agree that all knowledge and information not already within the public domain which you may acquire from the IFC or its employees or by virtue of your assignment shall for all time and for all purposes be regarded by you as strictly confidential and held by you in confidence, and shall not be directly or indirectly disclosed by you to any person whatsoever excepting with the IFC's written permission.

Notwithstanding any provisions of this letter of appointment, your appointment may be terminated if the World Bank's office is abolished. In such a case, the Bank will make every attempt to give you reasonable notice of termination.

Should you have any questions about this offer of appointment or its terms and conditions, please do not hesitate to communicate with me.

Please indicate your acceptance of this offer of appointment and your understanding of its terms and conditions by signing and returning the enclosed copy of this letter.

Sincerely yours,

A handwritten signature in dark ink, appearing to read 'Cecilia Sager', with a long horizontal flourish extending to the right.

Cecilia Sager
Manager, Investment Generation FIAS

Acceptance:

I hereby accept my appointment to the staff of the IFC, under the terms and conditions of employment set forth in my letter of appointment and the policies and procedures of the World Bank Group, as at present in effect and as they may be amended from time to time.

I certify that my employment with the IFC under the terms of this letter of appointment and the Terms of Reference does not violate any law or employment regulations or policy to which I am subject. I certify that I will advise the Human Resources Service Center HRSPO, of any close relatives employed by the World Bank Group.

I certify that if I am a United States national, I have so advised the World Bank Group for income tax reporting purposes, even if I am also a national of another country.

I have received, reviewed, and understand the World Bank Group's Staff Principle 3 – "General Obligations of Staff Members," and Staff Rule 3.01, 3.02 and 3.03. I certify that my employment with the IFC under the terms of this letter of appointment and the Terms of Reference does not violate the provisions of this Principle and Rule.

I certify that I, and members of my immediate family, are not currently employed by member governments on any World Bank Group-financed projects and will not be during my period of employment with the IFC. I also certify that I will not, for a period of two years after termination of my employment with the IFC, seek or accept work connected with projects or operations that were my direct concern or make use of material acquired during my IFC employment, without prior approval from the World Bank Group.

I certify that if my appointment is externally funded either partially or fully that I will not be involved in any way in the administration of the funds of my government, foundation or entity in which I was employed; and that I will not attempt to gain special favors or benefits for my government, foundation or entity.

I understand that I am not eligible for any Bank Group life or medical insurance except in the limited circumstances outline above. I further understand that it is my obligation to meet my own life and medical insurance needs.


Signature

16/11/08
Date

Enclosures

Staff Rule 3.01 – 3.03

Principles of Staff Employment, Principle 3

Terms of Reference

Notes for Short Term Consultants & Short Term Temporaries



Wilton Park House, Wilton Place, Dublin 2, Ireland.
Tel: 353 1 6625555. Fax: 353 1 6623133
E-mail: idi@dublin.idi.ie. Web: <http://www.idi.ie>

EXTENSION OF CONSULTANCY CONTRACT DATED THE 26th OCTOBER 2009

EU funded project "Support to Enterprise Competitiveness and Export Promotion" – Republic of Serbia (EuropeAid/127273/C/SER/RS) (The Project)

PARTIES:

- A. "International Development Ireland Limited" ("IDI" or "the Company") having its registered offices at: Wilton Park House, Wilton Place, Dublin 2.
- B. "The Consultant", "Nenad Bozanic"
- (i) The Consultant has certain skills and abilities, which may be useful to IDI from time to time.
 - (ii) The Consultant is an independent contractor willing to provide services to IDI as set out below.

It is agreed that:

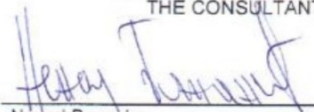
1. IDI engages the Consultant to provide consultancy services to IDI relating to and on foot of the Service Contract signed between IDI and the EC Delegation in Serbia (hereinafter referred to as the "Client") to supply services to the Serbian Ministry of Economy and Regional Development (MoERD), the Serbian Investment and Export Promotion Agency (SIEPA), the Serbian Agency for SME Development and Entrepreneurship (SASME), the Serbian Chamber of Commerce and the Office of the Deputy Prime Minister (the Beneficiaries) and the Consultant agrees to provide such services on the terms and conditions set out in the original contract.
1. This contract extension shall commence 29th December 2011 and shall conclude not later than March 29th, 2012, with a total number of up to 551 working days.
2. The financial terms (gross fee rate of [redacted]) and other contract matters remain the same.

SIGNED BY AND ON BEHALF OF
INTERNATIONAL DEVELOPMENT IRELAND LTD.

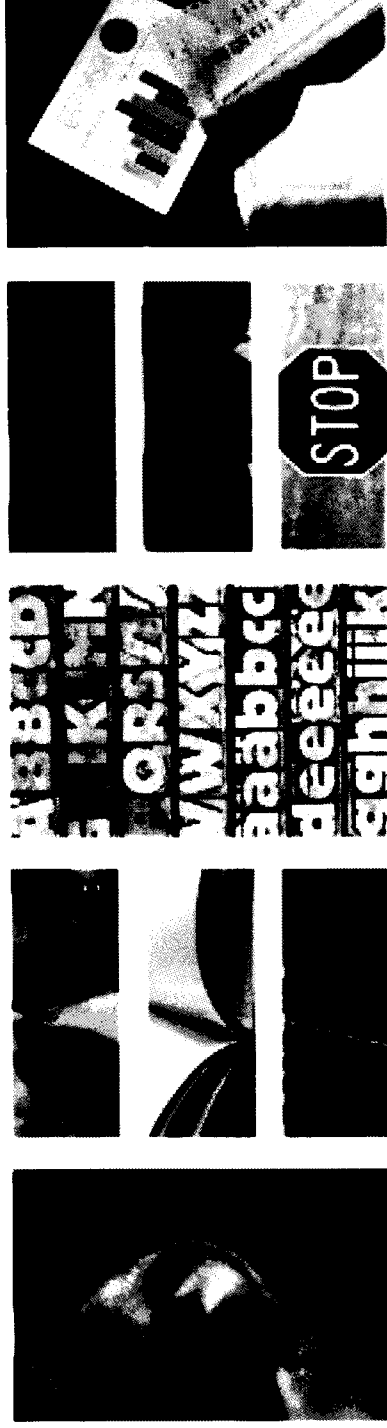

Ted Bowe
Executive Director

Date: 14/12/2011

SIGNED ON BEHALF OF
THE CONSULTANT


Nenad Bozanic
Consultant

Date: 14/12/2011



This diploma is presented by EFQM to

Nenad Bozanic

***in recognition of successful qualification
as a European Excellence Assessor***

EFQM

**Chris Lebeer, CEO of EFQM
Brussels, June 2008**

This is to certify that
Nenad Bozanic

has successfully completed and passed the
VALIDATOR TRAINING COURSE

on 11-12 June 2008

A handwritten signature in black ink, appearing to read 'Chris Lebeer', with a long horizontal stroke underneath.

Chris Lebeer, CEO

Brussels, June 2008