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Certificate



This is to confirm, that Andrew Paul (Andy) Ruddock, born 06.09.64, has been employed as a senior programmer in Norman ASA from October 1st, 1997 till December 31st, 2005.

Norman ASA is a software development company in the general area of computer security, especially anti-virus and firewall software. The software that is developed is typically based on high competence, low level programming close to the operating systems, programmed in C, C++ and relevant assembly languages.

For the first two years, Andy's workplace was at Norman's subsidiary in Milton Keynes, UK, before he moved to the central Development Department at the Company's headquarters in Lysaker, Norway from September 1st, 1999.

During the first two years when he worked in Norman UK, since this is a relatively small organization, in addition to programming work for the corporate Development Dept., he also when time allowed did other types of work, took part in setting up and administering the local network, did sporadic customer support etc.

During the next five years in the Company's central Development Dept, he has been solely devoted to programming. The work has been focussed on different components and sub-components in our anti-virus programs, under MS Windows (all versions) and Linux.

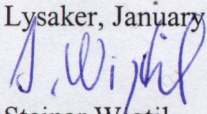
We have learnt to know Andy as an unusually competent programmer in C, C++ and Intel assembly languages. He also has deep knowledge in the interior workings of Windows and Linux, which he has always generously shared with his colleagues.

The computer security / anti-virus industry is a part of the software industry that works under extreme stress. Norman ASA must release updates to its users at least once every workday, and the updates go straight onto the computers of millions of corporate and private users within hours through automated update routines, always with the chance that any small error we might make may make their computers non-usable until the errors are corrected.

In mid 2005, Andy signalled that he did not want to continue working under this stress for the rest of his working life, and that he felt the time had come to change. He therefore decided to move to Bergen, and resigned from Norman ASA on his own free will with effect from December 31st, 2005.

The Company and his colleagues wish him all well in his future career.

Lysaker, January 12th 2006


Steinar Wigtil
R&D Manager
Norman ASA