

Baku,  
18 July 2017  
Ref # 016

**To whom it may concern**

**Subject: Letter of recommendation for SOFEMA Aviation Services**

"Silk Way Technics" requested Sofema Aviation Services to provide various regulatory trainings which include Aviation Quality Assurance Best Practice Overview & Recurrent, FAA 14 CFR Part 145 (FAR-145), Stores Incoming Inspection in house, EASA Part 147 & Part 66 Regulatory Training and Development of MTOE.

Silk Way Technics is very pleased with the services received and highly recommends Sofema Aviation Services to any organization that requires aviation training.

It was pleasure working with you and looking forward to our further cooperation.

**Managing Director**

**Emin Safarov**





4 Jul 2017

Subject: Letter of recommendation to Sofema Aviation Services

To Whom It May Concern,

We have been working with Sofema Aviation Services from the beginning of airline setup to now and it is my pleasure to recommend Sofema Aviation Services as a professional training provider who always delivers effective learning for Engineering and Maintenance knowledge on time and to an EASA standard as well as Myanmar DCA.

As Manager Engineer Training, I would like to highlight the importance of ongoing training of aviation specialists as it is a valuable way how to develop and maintain existing employees' skills.

The training courses from Sofema Aviation Services are available to study online as well as on site as per request. Online learning provides increased learning opportunities in a more time and cost efficient way, but still you have access to well organize and structured professional training programs that meet current and future skills needs and requirements of aviation field.

I would recommend this company to anyone organizing training courses in the field of aviation and we also have plan to using Sofema Aviation Services in the future.

Please do not hesitate to contact me if you need any further assistance or information.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Htoo Htoo Zaw", enclosed in a rectangular box.

Htoo Htoo Zaw

Manager Engineer Training

Quality Assurance Department

FMI Air Ltd.

**Subject: The letter of recommendation for Sofema Aviation Services (SAS)**

**To Whom it may concern**

I am pleased to confirm that Sofema Aviation Services provided a training course on EASA Compliant Aviation Quality Assurance Senior and Lead Auditor from 30<sup>th</sup> April to 4<sup>th</sup> May 2017 at Avenue Hotel in Dubai.

Total of 4 delegates attended in the training course and its quality has been found acceptable especially in covering the specific needs submitted in the Pre-Course Questionnaire Form.

On behalf of the 4 delegates, I comfortably echo their sentiments when I say that Mr. Bentley is a committed instructor with genuine communication skills and a clear passion for Aviation safety.

I highly recommend Sofema Aviation services and Mr. Bentley for any regulatory training as we continue to keep the relationship with Sofema Aviation Services as the preferred training provider.

Sincerely yours,

Tehran – 01/July/2017

Behrouz Amin

Safety & Quality Assurance Manager





30 March, 2017

**Subject: Letter of recommendation of Sofema Aviation Services**

To Whom it May Concern,

We have been working with Sofema Aviation Services for many years now and it is my pleasure to recommend Sofema Aviation Services as a professional training provider who always delivers effective learning for specific and desired knowledge on time and to standard.

As HR Manager, I would like to highlight the importance of ongoing training of aviation specialists as it is a valuable way how to develop and maintain existing employees' skills.

The training courses from Sofema Aviation Services are available to study around the world and from home or office via distance learning. In the business and commercial environment, distance learning provides increased learning opportunities in a more time and cost efficient way, but still you have access to well organized and structured professional training programs that meet current and future skills needs and requirements of aviation field.

I would have no hesitation in using Sofema Aviation Services in the future and I would recommend this company to anyone organizing training courses in the field of aviation.

If I can be of any further assistance, or provide you with any further information, please do not hesitate to contact me.

Yours sincerely,

  
Alexander Pestov  
HR Manager

TECHNICAL DEPARTMENT  
March 20, 2017

TO WHOM IT MAY CONCERN

We are pleased to confirm that SOFEMA AVIATION SERVICES provided to TAROM in the past years various training courses at TAROM premises in Otopeni/Romania or at SOFEMA AVIATION SERVICES premises in Sofia/Bulgaria.

Such trainings include:

- Continuous Airworthiness Management for Airworthiness Review Staff (Large Aircraft)
- Human Factors in Aviation Maintenance – Train the Trainer
- EASA OPS - COMMISSION REGULATION (EU) No 965/2012 of 5 October 2012 laying down technical requirements and administrative procedures related to air operations pursuant to Regulation (EC) No 216/2008 of the European Parliament and of the Council.

All the delegates attending the courses are all very satisfied of the excellent quality and presentation of the material, having very good reviews and feedback about the trainings. Special attention is paid by SOFEMA AVIATION SERVICES on client's expectation for a particular course, as the presentation is always effective and focused on the client's needs.

We are very pleased to recommend SOFEMA AVIATION SERVICES to any organization requiring aviation training.

Special thanks to Steve BENTLEY, whose vast knowledge and experience contributed to the success of the courses.

Sincerely,

Florin NECULA  
Technical Director





**ALAFCO AVIATION LEASE AND FINANCE CO. KSCP**

شركة الافكو لتمويل شراء وتأجير الطائرات شركة

السجل التجاري: 80745 - رأس المال: 81,876,014.800 د.ك.

21<sup>st</sup> July 2016

To whom it may concern,

I am pleased to confirm that Sofema Aviation Services provided us a training on EASA Part M Maintenance Planning Fundamental through its Trainer Mr. Steven Bentley, from 15/11 – 19/11/15 at our premises in Kuwait.

Sofema Aviation Services coordination and training quality were found to be acceptable level and pleased to recommend them to any organization required an Aviation Training.

**RAED ALROUMI**

**V.P. ENGINEERING**

Date: 1 July 2016

Subject: Letter of Recommendation for Sofema Aviation Services (SAS)

To whom it may concern,

MJets team members have undertaken several training courses from Sofema Aviation Services (SAS) in the past year. Such training has included both public scheduled and customized private courses to include:

- EASA Part M
- EASA Part 145
- SMS Essentials
- SMS Hazard Identification & Risk Management Strategies
- Logistics & Stores Inspection Procedures
- Airworthiness Maintenance Planning
- Maintenance Production Planning
- Airworthiness Reliability Systems
- Quality Auditing – Reporting & Root Cause Analysis
- Developing an EASA Compliant Flight Data Monitoring Program
- Aviation Maintenance Instructor – Developing Effective Techniques

In every course, SAS has provided relevant and effective training beneficial to continuous improvement efforts and done so in a professional manner.

For these reasons, MJets highly recommends training services from Sofema Aviation Services (SAS) as we will continue to do so ourselves.

Sincerely,



Harold Stoddard  
Director of Quality & Safety  
MJets Limited

**MJETS**  
บริษัท เอ็มเจ็ท จำกัด  
**MJETS LIMITED**



# PT. AERO NUSANTARA INDONESIA

Head Office : Chase Plaza 5<sup>th</sup> Floor Jl. Jend. Sudirman Kav. 21 Jakarta 12920 - INDONESIA

Phone : (62-21) 5206950 Fax : (62-21) 5704645

Operation Office : Hanggar Balai Kalibrasi Jl. Raya STPI Curug, Legok Tangerang 15820 - INDONESIA

Phone : (62-21) 5462203-08 Fax : (62-21) 5474499

---

## TO WHOM IT MAY CONCERN

PT. AERO NUSANTARA INDONESIA is pleased to confirm that as a new client of SOFEMA Aviation Service, would like to thanks and to express complete satisfaction to SOFEMA Aviation Services and to Mr. Steven Bentley personally for the professionalism in teaching.

We nominated 39 delegates for the following trainings:

1. EASA Part M Essentials – 1 Day
2. EASA Part M Maintenance Planning Essentials - 1 Day
3. EASA Part 145 Essentials – 1 Day
4. EASA Part 145 Aviation Production Planning Essentials – 1 Day
5. Logistics & Stores Inspection Procedures EASA Essentials – 1 Day
6. Aircraft Reliability Systems Essentials – 1 Day
7. Aviation Quality Auditing Essentials Overview – 1 Day
8. Quality Auditing Reporting & Root Cause Analysis Essentials – 1 Day
9. Safety Management Systems Overview and Recurrent – 1 Day

All the courses were organized and conducted in the period of May 24 - June 3, 2016 in ALLIUM Hotel – Jakarta, INDONESIA.

We are very pleased with the services received and would like to recommend Mr. Steven Bentley and SOFEMA Aviation Services to our partners organizations and airlines seeking to receive qualitative and comprehensive training services.

It was pleasure working with you and we are looking forward to our further cooperation.

Tangerang, June 21, 2016

**Irwan Budi Purnawan**

Vice President Aircraft Maintenance

PT. Aero Nusantara Indonesia

Phone: (62-21) 5462204/8

Fax: (62-21) 5462209

e-mail: [irwanbp@ani.co.id](mailto:irwanbp@ani.co.id)

Website: [www.ani.co.id](http://www.ani.co.id)





Bucharest, June 21, 2016

**TO WHOM IT MAY CONCERN**

I am pleased to confirm that SOFEMA AVIATION SERVICES is approved by REGIONAL AIR SUPPORT and accepted by Romanian Civil Aeronautic Authority to deliver the following training on our behalf:

EASA Part M Subpart G – 2 days  
EASA Part M Subpart F – 2 days  
EASA Part M Subpart I – 1 day  
EASA Part 145 – 2 days  
EASA Part 21 Review for CAMO Staff – 1 Day  
EASA Part 21 Subpart G – 2 Days  
EASA Part 21 Subpart G & J Regulatory Framework – Essentials – 2 Days  
EASA Part 21 Subpart G & J Regulatory Framework – 3 Days  
Human Factors Initial – 2 days  
Human Factors Recurrent – 1 day  
Human Factors Train the Trainer – 2 days  
Ramp Safety – 1 day  
Ramp Safety Train the Trainer – 2 days  
Safety Management Systems and Quality Managers – 3 days  
Safety Management Systems for Accountable Managers and Post Holders – 1 day  
Fuel Tank Safety – 1 day  
EWIS for Groups 1 & 2 – 3 days  
EWIS for Groups 3 to 8 – 1 day  
Quality Auditing – 2 days  
Setting up and Managing a Quality System - 1 day  
Stores Inspection and Procedures – 2 days  
Maintenance Programs – 5 days  
Emergency Procedures Regulatory Requirements – 1 day  
SMS Risk Assessment Workshop – 1 day  
SMS Implementation Workshop – 2 days

Sincerely Yours,

**Dorin IVASCU**  
Administrator

June 21, 2016

1 July 2016

Your Reference: LoR

To Whom It May Concern,

**Subject:** Letter of Recommendation for SOFEMA Aviation Services.

SOFEMA Aviation Services were contacted to provide EASA Part 145 Regulatory Training to 15 delegates of Saab Grintek Defence, including the Accountable Manager.

This Training was delivered by Mr Steve Bentley over a period of 2 days. The vast aviation experience and knowledgeable contribution of Mr Bentley was clearly evident in the excellent quality of the presentation material and the extent to which he maintained focus on the specific needs and applicability to our organization and the training delegates.

On behalf of all the delegates and specifically the Accountable Manager, I comfortably echo their sentiments when I say that Mr Bentley is an exemplary Instructor with genuine communication skills and a clear passion for Aviation Safety.

I highly recommend SOFEMA Aviation Services and Mr Steve Bentley for any regulatory training that an organization seeks, as we continue to maintain a relationship with SOFEMA Aviation Services as our preferred Training Provider.

Yours Faithfully,



Sumanth Singh  
Vice President and Head of Quality, Configuration & Operational Excellence  
For and on behalf of Saab Grintek Defence (Pty) Ltd

---

**Saab Grintek Defence (Pty) Ltd**

Postal address	Visiting address	Telephone	Registered office	Registered No
P.O. Box 8492	185 Witch-Hazel Avenue	+27 12 672 6000	185 Witch-Hazel Avenue	Saab Grintek Defence (Pty) Ltd
Centurion, 0046	Highveld Technopark	Fax	Highveld Technopark	1998/019043/07
Republic of South Africa	Centurion	+27 12 672 6222	Centurion	<a href="http://www.saabgroup.com">www.saabgroup.com</a>

Directors: BM Johansson\* (Chairperson), TC Raman (President and CEO), K Abdulla, CR Ah Sing, LJ Brännström (Alternate Director)\*, MH Lewis-Olsson\*  
Secretary: WA Snyman

\* Swedish

To whom it may concern,

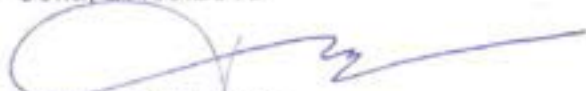
I am pleased to confirm that Sofema aviation services through its office and trainers provided an EASA Part 21 Review for CAMO Staff training on 27<sup>th</sup> January 2016 in Sofia, Bulgaria.

A total of 6 delegates from our company attended the training and we are all very satisfied with the delivered course.

All aspects initially agreed were covered in details.

We use Sofema Aviation Services occasionally for delivery of regulatory courses in our company and we are happy to recommend them to any organization required an Aviation Training.

Sofia, 27.05.2016



**Belcho Stoyanov**

*Compliance Monitoring & Quality Manager*

*Aviostart*

*Tel./Fax: +359 2 945 80 05*

*Mob.: +359 899 901 145*

*E-mail: [aviostart\\_ops@abv.bg](mailto:aviostart_ops@abv.bg)*

*Web: [www.aviostart-bg.com](http://www.aviostart-bg.com)*



No: ASL/15/730

Date: 01.09.2015.

Mr. Steven Bentley  
SOFEMA Aviation Services

**Subject: Letter of recommendation for SAS**

Air SERBIA had requested Sofema Aviation Services to provide various regulatory trainings which include Safety Management System, Investigation Training and Safety Management System Train the Trainer Course.

Air SERBIA is very pleased with the services received and highly recommends Mr. Steven Bentley and Sofema Aviation Services to any organization that requires aviation training.

It was pleasure working with you and looking forward to our further cooperation.

Best regards,

Roy Crookendale (Omar)



Director of Safety and Compliance

Jurija Gagarina 12  
11070 Belgrade,  
Serbia  
T: +381 11 209 83 73

[Safety@airserbia.com](mailto:Safety@airserbia.com)

Joint-Stock Company for Air Traffic – Air SERBIA Belgrade, Jurija Gagarina 12  
Belgrade, Serbia \* Tax ID No. 100001765 \* Registration No. BD 116130/2013 \*  
Account No. 205-3834-32, Komercijalna Banka a.d. Belgrade

[airserbia.com](http://airserbia.com)



## TO WHOM IT MAY CONCERN

Wizz Air Hungary Ltd had requested Sofema Aviation Services to provide training for the staff in Continuing Airworthiness Management Organization.

The training course on

EASA Basic Regulation & Introduction to Air Operations, Management System Requirements Regulation 965/2012, SMS and Compliance in an AOC-CAMO, Part M & Ops Interface, Part ORO, Part CAT & Part SPA. Aircraft Import/Export Considerations was customized to cover all the required aspects. The training material was of excellent quality and the presentation was effective and focused. Instructor Mr. Steven Bentley's vast aviation experience and knowledge contributed to the success of the training for 30 people. All participants gave a good reviews and feedback about the training.

Wizz Air Hungary Ltd. is very pleased with the services received and would recommend Sofema Aviation Services to any organization that requires aviation training.

Signed by: \_\_\_\_\_

Name: Gusztáv Szegedy

Title: Maintenance Quality Manager

Date: 20th January 2015



Date: 19<sup>th</sup> December 2014

TO WHOM IT MAY CONCERN

Blue Dart Aviation Limited had requested Sofema Aviation Services to provide training for the staff in Technical services, Reliability, Planning, Materials & stores departments.

The Training courses were customized to cover all the required aspects. The training Material was of excellent quality and all presentations were effective and focused. Instructor Mr. Steve Bentley's vast aviation experience and knowledge contributed to the success of these training. All participants gave good reviews.

Blue Dart Aviation Limited is very pleased with the services received and would recommend Sofema aviation services to any organization that requires aviation training.

Best Regards

A handwritten signature in blue ink, appearing to read "Charles R.P.", is written over the printed name.

(CHARLES R.P.)

FLEET MAINTENANCE MANAGER



**SAA Technical (Proprietary) Limited  
Technical Training**

Mr. Lenn Jackson  
Office 35 H-Building  
South African Airways Technical  
Jones Road  
Kempton Park  
Private Bag X12  
O.R. Tambo International Airport  
1627  
Tel: 27 11 978-9007  
Cell: 27 81 030 0960  
Fax: 27 11 978-5950  
Email: Lennjackson@flysaa.com

2014/10/13

**To whom it may concern:**

**Subject: Letter of recommendation for SAS training.**

I recently had the opportunity to attend a Quality Auditing Reporting and Root Cause Analysis training intervention provided by SOFEMA Aviation Services. The training was presented by Mr Steve Bentley, MD of SOFEMA at our local facility in Johannesburg.

I found the process of acquiring this training on behalf of SAAT to be very professional through the stages of quotation, procurement, scheduling, delivery and the administrative follow up.

The training was thought provoking and substantiated by valid industry references. The material was systematically covered while maintaining a balanced pace, which allowed the trainees to assimilate the acquired knowledge.

More importantly, it equipped the trainees to analyse and identify the root cause of the issue during Quality Auditing Reporting.

I can confidently recommend this training facility for Quality Auditing Reporting and Root Cause Analysis training.

Regards

Lenn Jackson  
Manager Maintenance Training

**Directors**

Y Kainana\*, MM Zwane (Chief Executive Officer), SS Zulu (Chief Financial Officer)

**\*Non Executive**

Company Secretary – Sandile Dlamini

SAA Technical SOC Ltd

Reg. No. 1999/024058/07

STAR ALLIANCE

Sharjah, 7<sup>th</sup> October 2014

Mr. Steve Bentley

SOFEMA Aviation Services  
1592 Sofia, PO Box 5  
Bulgaria

Dear Steve,

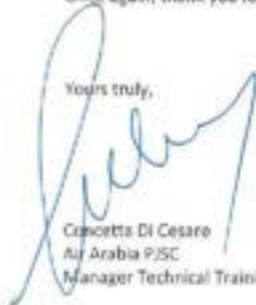
This is to compliment you and SOFEMA Aviation Services for the high level training you've provided to Air Arabia.

Through the Human Factors Train-the-trainer, the MEMS training, the online courses (EWIS, FTS and ESDS) and the recent EWIS Practical Training Techniques specifically designed and developed for Air Arabia, I've had the opportunity to appreciate your high quality services, quick response, ability to identify the training needs and customize solutions and flexibility in delivering the service itself.

All the above, added to the high value of training content, the engaging teaching style and the enthusiastic feedback from the participants makes me strongly recommend SOFEMA Aviation Services as training provider.

Once again, thank you for the excellent service.

Yours truly,



Casotta Di Cesare  
Air Arabia PJSC  
Manager Technical Training and Standards





24 September 2014

Mr. Steven Bentley  
SOFEMA Aviation Services

Dear Steven,

With this letter I want to express my appreciation to you for the customized training you have organized for my staff in Emirates Engineering Planning & IT Systems.

One and a half year ago, we started the journey together with Sofema in identifying the training needs for all my planning staff. We initially started with one training course for all staff but concluded quickly that there was a need for a basic and advanced training courses.

The new training set up was implemented a year ago and last week you conducted the second session of the same within my department. The training manuals were of excellent quality and all participants gave very good reviews on these training.

Your ability to quickly customize your training to the specific needs for Emirates has resulted in a training program which is unique for my planning staff and which makes them better skilled in doing their day to day work.

We are looking now to enhance the training to other fields within EK Engineering. I thank you very much in helping us with the training of my staff.

Kind Regards,

**Dolf Beltz**  
Vice President - Engineering Planning & IT Systems





Aircraft Maintenance & Design Organization

Belgrade,  
January 23<sup>rd</sup> 2014

To Whom It May Concern:

We are pleased to confirm that Mr. Steven Bentley from Sofema Aviation Services recently conducted various regulatory trainings at Jat Tehnika, Belgrade Serbia, which includes EASA Part 66, Part 145 and Safety Management System and Risk assessment.

The courses were prepared to cover all the required aspects. Also presentations by Mr. Bentley were effective, focused and well discussed with participants.

We are very satisfied with delivered training and we highly recommend Mr. Steven Bentley and Sofema Aviation Services to any organization that requires training related to aviation.

Sincerely,

Dorica Vinčić  
Jat Tehnika Safety Manager

Antonela Bilek-Marković  
Jat Tehnika Quality Assurance Bureau Manager

**TO WHOM IT MAY CONCERN:****RECOMMENDATION LETTER****SOFEMA AVIATION SERVICES**

Volga Dnepr Gulf confirms a support agreement from January 2013 with Sofema Aviation Services for the delivery of regulatory trainings in support of the new Volga Dnepr maintenance facility at Sharjah airport.

Volga Dnepr operates a maintenance facility with capacity of 22.000 SQ. MT capacity to accommodate up to six narrow-body aircraft, 2 - Boeing 747s or 2 - An-124-100s at the same time.

To date Sofema Aviation Services have delivered the following trainings for Volga Dnepr staff.

- EASA Part 145 with CAR Differences, 2 Days
- Managing Organisational Competence in a 145 Environment 1 Day
- SMS for Accountable Managers and Postholders 1 Day
- SMS Train the Trainer, 2 Days
- Human Factors Recurrent 1 Day (English and Russian)
- Human Factors Initial 2 Days (English and Russian)
- Fuel Tank Safety Initial 1 Day
- Stores Inspection and logistics Recurrent 1 Day
- Stores Inspection and logistics Initial 2 Days
- EWIS Initial 2 Days
- GCAA Air Legislation Recurrent 1 Day
- GCAA Air Leg Basic: 2 Days
- Train the Trainer in Maintenance Environment 1 Day
- Production Planning 1 Day
- Aviation Quality & Safety Auditing & Risk Assessment Train the Trainer, 2 Days

The service and support provided by Sofema Aviation Services is to a high standard and we are very pleased with the standards and competence of the SAS instructors.

Atanas Stankov  
Best Regards



Quality Assurance manager  
Volga-Dnepr Gulf (UAE) FZC  
SAIF Zone, block F4-11  
P.O. Box 8353, Sharjah – UAE

Mob: +971 5061181394  
Tel.: +971 6 5578805  
E-mail: a.stankov@vdgulf.com

JDXB/QA/98/11/12

06 November, 2012

**TO WHOM IT MAY CONCERN**

We are pleased to confirm that Mr. Steve Bentley had conducted various regulatory and continuation trainings at Jet Aviation Dubai which includes EASA Part 145, Part M, EWIS, Fuel Tank Safety, HF, Safety Management Systems and Risk Assessment etc.

The course contents were formulated in a comprehensive manner covering all the required aspects. The presentations and course materials were concise and well researched and delivery of the trainings very effective and focused. The trainings ensured involvement/participation from the attendees and Steve's vast knowledge and experience contributed positively to the success of the activity.

We are very satisfied with the trainings that our employees received and have no hesitation to recommend Mr. Steve Bentley and Sofema Aviation Services to any organisation seeking regulatory and continuation trainings.

Yours Sincerely,

  
  
Wajahat Ali Khan  
Director – Quality and Safety Assurance

# ST Aerospace Solutions

ST Aerospace Solutions (Europe) A/S  
Amager Strandvej 392  
2770 Kastrup  
Denmark  
Tel: (+45) 3232 4000  
Fax: (+45) 3232 4004  
www.staeu.com  
(Reg. No.: 28501048)

March 21, 2012

To whom it may concern,

ST. Aerospace Solutions Europe A/S had initiated contact with SOFEMA Aviation Services, for them to conduct a Train the Trainer course within Human Factors. The course was held on March 19-20, 2012 in ST. Aerospace Solutions European head quarters in Copenhagen Denmark. The two day intensive course was a great success as the instructor Steven Bentley, conducted a very professional training.

Steven's vast knowledge and experience within the regulatory field and with his hands on experience, contributed positively to the success of the course. These assets contributed in getting the participants more involved as practical examples from everyday maintenance life were used, ensuring understanding of the issues at hand.

We are pleased to say, that through a more than satisfactory course held by SOFEMA Aviation Services, we are able to maintain our HF courses on a regular basis, ensuring a high standard of knowledge within Human Factors.

In terms of future trainings within Human Factors and other fields where regulatory training is needed, SOFEMA Aviation Services will undoubtedly be taken in consideration.

Sincerely,  
Peter Naidas



Training and Development Asst. Manager  
ST. Aerospace Solutions Europe A/S

ST Aerospace Solutions  
Amager Strandvej 392  
2770 Kastrup  
CVR nr. 28 50 10 48

22th November 2011

To whom it may concern:

I am pleased to confirm that **Sofema Aviation Services** is approved by Zagrebački prometni zavod d.o.o. and accepted by Croatian CAA to deliver the following training on our behalf:

EASA Part M Subpart F - 2 Days

EASA Part M Subpart I - 1 Day

EASA Part M Overview and Recurrent Training - 1 Day

EASA Part 145 - 2 Days

Human Factors Initial - 2 Days

Human Factor Recurrent - 1 Day

Safety Management Systems for Accountable Managers and Post Holders - 1 Day

Fuel Tank Safety - 1 Day

Quality Auditing - 2 Days

Yours faithfully,

  
Boris Štrepčević  
Director





Mr. Steven Bentley  
SOFEMA Aviation Services

Podgorica, 23. September 2011  
Nbr. 308

Dear Mr. Bentley

I want to express my appreciation to you.

I am so very grateful for your contribution in education of Aviation personnel on Balkan.

We attended courses Receiving inspectors and SMS workshop.

Thank you for all materials you provided. This will be very useful for bringing Montenegro Airlines Safety System in line with best world practices.

Soon we will have EWIS course with you.

I am sure that this is just begging of our interesting and useful cooperation.

With respect,

A handwritten signature in blue ink, appearing to read "Leonid Šćepanović".

Leonid Šćepanović  
Quality Manager  
Montenegro Airlines



S.C. Blue Air Transport Aerian S.A.  
Str. Bezostii, Nr 71 Bucuresti, Sector 1  
Reg. Com. J52/959/2010, CNR. RT5091846

Telefon: 0340-21-208 96 86  
Fax: 0340-21-208 96 72

31<sup>st</sup> May, 2011

To whom it may concern,

BLUE AIR TRANSPORT AERIAN S.A - AOC.RO-018(a) is pleased to confirm that it is a two years old client of AVISA EE OD and SOFEMA Aviation Services, for regulatory trainings as required by the Authorities and to express complete satisfaction with the training material and the professionalism of the trainer.

The BLUE AIR management and nominated personnel received training, organized and conducted by Mr. Steven Bentley in Sofia, Bulgaria and Bucharest, Romania, for the following courses:

„EASA PART\_M.G & I for ARC staff” course – March, 2010  
„EASA Operations for Postholders” course – May, 2010  
„Human Factors” and “Train the Trainer” course – May, 2011

The Romanian CAA (AACR) accepts certificates provided by AVISA EE OD and SOFEMA Aviation Services, as an evidence of delivered training in conformity with EASA regulatory requirements. The training is accepted and approved by BLUE AIR Quality Department.

Mr. Steven Bentley enjoys excellent personality and training methodologies. As an instructor, he is extremely focused and motivated with genuine communication skills and enthusiastic attitude who never goes unnoticed.

BLUE AIR is very pleased with the services received from AVISA EE OD & SOFEMA Aviation Services and is honored to have Mr. Steven Bentley among our trusted advisers.

Sincerely,



Sherif USSAMA  
CEO & Accountable Manager  
Blue Air Transport Aerial S.A.





INTREPRINDEREA MIXTĂ  
COMPANIA AERIANĂ

JOINT-VENTURE  
AIRCOMPANY

СОВМЕСТНОЕ ПРЕДПРИЯТИЕ  
АВИАКОМПАНИЯ

**VALAN**

**INTERNATIONAL CARGO CHARTER**

---

**Mr. Steven Bentley**

**AVISA EE OD**

**Sofema Aviation Services**

The air company "Valan International Cargo Charter" is pleased to tender its thanks and appreciation to AVISA EE OD, Sofema Aviation Services and to Mr. Steven Bentley personally, for the training courses organized and conducted on 11 – 14 April 2011 in Chisinau, Republic of Moldova.

Our trainees found the "Human Factors" and "Train the Trainer" courses to be very effective and right on target. The training encompassed excellent training modules on all the diverse and complicated aspects of Human Factors impacts and included also important feedback and group discussions.

Mr. Steven Bentley has an excellent personality for training. His training methodologies, skills and enthusiastic attitude helped to successfully communicate the importance of the human factors training. He was able to create a comfortable environment while maintaining full participation at all times.

We are very pleased with the services received and would like to take this opportunity and recommend Mr. Steven Bentley, AVISA EE OD and Sofema Aviation Services to our partners and to any organizations and airlines seeking to receive qualitative and comprehensive training services.

It was a pleasure working with you and we are looking forward to benefiting of your services in the future.

Sincerely yours,

**Alexander Zagrebelski**  
**Director General**



March 28, 2011

To whom it May concerns:

This letter is to confirm that Bulgaria Air has received training in Emergency Procedures Regulatory Requirements provided by Mr Steven Bentley on behalf of Sofema Aviation Services and to express our complete satisfaction with the training material and the professionalism of the trainer.

The training was accepted and approved by the Bulgaria Air Quality Department and management.

Bulgaria air is a client of Sofema Aviation Services for regulatory and other trainings as required by the Authorities.

The Bulgarian CAA accept certificates provided by Sofema Aviation Services as evidence the regulatory and other training has been delivered in conformity with EASA regulatory requirements.

Sincerely,



Capt. Krastew Krastev

SQMS Manager

Bulgaria air

---



Mr. Steven Bentley

SOFEMA Aviation Services

12<sup>th</sup> April, 2011

The CATC (Civil Aviation Training Centre, Institute of Air Transport, BG.147.0002) is pleased to confirm that it is a client of AVISA EE OOD and SOFEMA Aviation Services, Sofia, Bulgaria.

Many people of CATC personnel have received training in different courses in the regulatory field, organized and conducted by Steven Bentley.

All these courses are fully recognized by the DG CAA – Bulgaria.

Mr. Steven Bentley has an excellent personality for training. He is an extremely focused and motivated worker, available for consulting, training, auditing and other activities.

Special thanks to Steven Bentley for the course "EASA Part 147 Training for Accountable Managers and Postholders", organized and conducted in September, 2009 at SAS Training Center, Sofia.

This course has provided us with a few extra tools to help us in our day to day business.

Sincerely,

George Popov

Part 147 Head of Training,

Sofia Flight Training, Institute of Air Transport