

Certification of Participation

I hereby certify that

in 2003

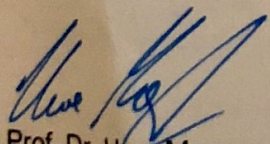
Mr Igor Novakovic, PhD, (HBS Kosovo Polje – Blace)

participated in a 10 days seminar on

„Human Resource Management“

offered by Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)
in co-operation with Belgrade Business School.

The course was taught by Prof. Dr. Graham Hollinshead, University of West England, Bristol, England and provided a comprehensive academic and practice oriented overview about current issues in the subject of „Human Resource Management“.


Prof. Dr. Uwe Mummert

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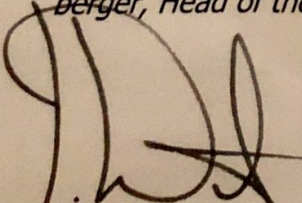
June 9, 2004

From 25th – 30th April 2004

Dr. Igor Novaković

has visited the Berufsakademie Stuttgart – University of Cooperative Education – in Stuttgart/Germany.
Modules of the visiting program:

- **Introduction to the Berufsakademie system in Baden-Württemberg/Germany**
(Prof. Dr. Werner Rössle, Dean of the School of Business)
- **Guided historic tour in Stuttgart (downtown)**
(Prof. Dr. Joachim Weber, Head of the Department of International Business)
- **Lecture on "Database Design and Evaluation"**
(Prof. Dr. Manfred Sander, Head of the Department of Business Informatics)
- **Company visit and guided factory tour at Siemens AG - Information and Communication Networks in Bruchsal/Germany**
(Prof. Dr. Jörg Homberger, Head of the Department of Business Informatics)
- *Head of the Department of Business Informatics, Mr. Eggert and Mr. Kallenbach, Siemens)*
- **Visit to Bruchsal Palace and the Salvador Dalí exhibition**
(Prof. Dr. Jörg Homberger, Head of the Department of Business Informatics)
- **Business Simulation "Learning business by doing business"**
(Eberhard A. Meißner, Munich)
- **Company visit to the Mercedes Benz Museum of the DaimlerChrysler AG, Stuttgart**
(Prof. Dr. Joachim Weber, Head of the Department of International Business)
- **Presentation on „E-business and E-commerce in Serbia & Montenegro" by students and professors**
(Prof. Dr. Igor Novaković, Business School Blace, Serbian and German students and professors of the Berufsakademie Stuttgart)
- **Visit to the Stuttgart International Entertainment Center in Stuttgart-Möhringen**
(Prof. Dr. Joachim Weber, Head of the Department of International Business, and Prof. Dr. Jörg Homberger, Head of the Department of Business Informatics)



Prof. Dr. rer. pol. Joachim Weber
Head of the Department of
Internat. Business [Industry & Service]

Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH
Kancelarija BEOGRAD
Srbija i Crna Gora



U okviru projekta PN: 2002.2236.4-001.14
"Transformation and Reform of Business Colleges and Schools in Serbia"

izdaje

CERTIFICATE

Broj 626
kojim se potvrđuje da je

ИГОР НОВАКОВИЋ
(ime i prezime)

ВИША ПОСЛОВНА ШКОЛА - БЈАЦЕ
(institucija u kojoj radi)

uspešno savladao/la program obuke za
TOPSIM – General Management II
u periodu od 13. do 17. IX 2004. i od 03. do 06. XII 2004.
u ukupnom trajanju od 60 časova.

U Valjevu 06.12. 2004. godine

Koordinator projekta

A handwritten signature in black ink, written over a horizontal line. The signature is cursive and appears to be 'M. ...'.

Trener

Dr Winfried Heinrichson

A handwritten signature in black ink, written over a horizontal line. The signature is cursive and appears to be 'W. Heinrichson'.

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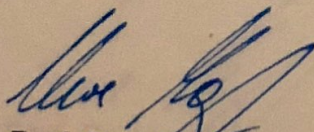
Mr Igor Novakovic, PhD, (HBS Kosovo Polje – Blace)

participated in a 10 days seminar on

„**Business Finance**“

offered by Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)
in co-operation with Belgrade Business School.

The course was taught by Prof. Dr. Matthias Fischer, Georg-Simon-Ohm-Fachhochschule Nürnberg, Germany and provided a comprehensive academic and practice oriented overview about current issues in the subject of „Business Finance“.


Prof. Dr. Uwe Mummert



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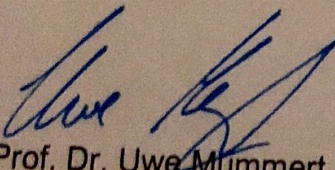
Mr Igor Novakovic, PhD, (HBS Kosovo Polje – Blace)

participated in a 5 days seminar on

„Information Systems Management“

offered by Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)
in co-operation with Belgrade Business School.

The course was taught by Prof. Dr. Thomas Bahlinger, Georg-Simon-Ohm-Fachhochschule Nürnberg, Germany and provided a comprehensive academic and practice oriented overview about current issues in the subject of „Information Systems Management“.


Prof. Dr. Uwe Mummert