

Harmonic International AG

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Work Certificate

We hereby confirm that **Mr. Stewart Moll**, born on June 13th 1964, has been employed as **Credit and Collections Manager International** with Harmonic International AG, based in Fribourg, since January 19th 2012.

In this position, his main responsibilities include:

- Collection of commercial trade receivables for Europe, Balkans (including Turkey), Russia and all Former Soviet Union Countries;
- Maintain A/R aging at acceptable levels in line with company objectives;
- Lead the collection of all past due accounts including contacting customers to ensure prompt payment of all invoices;
- Maintain the process for updating management on past due accounts and provide specific updates for each customer;
- Facilitate the resolution of invoice and statement issues and assure all accounts are up to date (i.e. credits and cash payments are applied, open RMAs are resolved, small residual balances are written-off);
- Maintain strong, effective working relationships with Sales, Sales Operation, Service and Finance (Tax, Project Accounting) groups for the timely resolution of invoice issues;
- Maintain accurate customer files, including appropriate documentation to support credit decision and credit limits reflected in the Oracle ERP system;
- Participate in the quarterly customer credit review process;
- Serve as resource to facilitate internal or external auditor review of Order to Cash documents/processes.

During his employment with Harmonic, Mr. Moll has demonstrated to have the technical skills to facilitate the resolution of invoice issues and the collection of commercial trade receivables in his area of responsibilities.

Mr. Moll has developed a good working relationship with his European customers. He understands the requirements of each one, i.e. those that prefer to be communicated directly, and those that want the relationship managed through the sales manager.



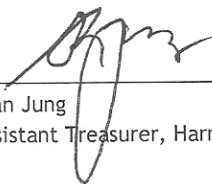
Mr. Moll has a warm and engaging personality. This is a valuable asset/skill in relationship building with both customers and the sales team. He has a good balance of being accommodative, yet firm in dealing with collection issues.

Overall, we certify that Mr. Moll is a professional, with a good customer focus, who can work independently.

This work certificate is established upon termination of Mr. Moll's Employment Agreement at end of January 2013. We wish him every success for his future, and we take this opportunity to thank him for his engagement.

1700 Fribourg, date February 28, 2013

Harmonic Inc.



Stan Jung
Assistant Treasurer, Harmonic Inc