

Phnom Penh Post

Employment Contract

* The Phnom Penh Post agrees to hire Mr. Mann Sovanna for the position of Translator/Interpreter at an initial salary of \$350 per month.

* Salary will be increased to \$400 per month after three months assuming work performance has been satisfactory.

* The position is full time, with normal working hours of Mon-Fri from 8:00 to 12:00 and 2:00 to 5:00 PM; and Sat from 8:00 to 12:00 noon.

* For work that requires travel outside of Phnom Penh, the Post will cover hotel, food and transportation costs which will be reimbursed by receipt only.

* The Post will not provide health insurance, but should any health problems arise while the employee is on work related assignments outside of Phnom Penh, the Post will assist with medical expenses to the best of its ability.

* For work-related time spent outside of Phnom Penh, the Post will pay overtime at a pro-rated basis for half-days on Saturday and Sunday.

* This contract can be cancelled by either party with two months notice only.

Michael Hayes

Mann Sovanna

RESUME

MANN SOVANNA

*House # 37 Eo 7 , Street # 61 , Group # 47
Mondol 10 , Sangkat Wat Phnom
Khan Daun Penh, Cambodia*

I- **PERSONAL DATA** :

Date of Birth : December 12 , 1962
Health : Excellent
Marital Status : Married

II- **DEPENDENTS** :

Name	:	Date of Birth	Sex	Relationship
You Many	:	16 May 1967	F	Wife
Hang Chhowan	:	15 January 1989	M	Son
Hang Monyvan	:	28 March 1990	M	Son
Hang Sereiwathanak	:	31 December 1993	M	Son

III- **EDUCATIONAL BACKGROUND** :

1967-1972 : ELEMENTARY EDUCATION :
BAKTOUK SCHOOL Phnom Penh
Cambodia , Graduated

1972-1975 and 1979-1982 High School Education Phnom Daun Penh
High School , Phnom Penh
Cambodia , Graduated

1982-1985 : Studying Russian for two years in the Institute of
Russian Language, Phnom Penh,
Cambodia , Graduated

IV- **WORKING EXPERIENCES IN THE GOVERNMENTAL OFFICE** :

1982-1991 : Working as the Senior Interpreter/ Translator
in the Technical office in Department of
Agricultural Engineering, Ministry of Agriculture

V- WORKING EXPERIENCES WITH THE UN :

15 November 1991- 20 March 1991 Working for the United Nations Advance Mission in Cambodia(UNAMIC) as the Senior Interpreter/Translator in Battambang Sector Monitoring Team UNAMIC Head Quarters in Battambang Province.

20 March 1992 - 15 November 1993

MIXED MILITARY WORKING GROUP .

UNTAC Force commander office , Battambang, Cambodia Senior Interpreter/ Translator

- Networking with Government officials, provincial governors and provincial authorities.
- Assisting with liaison between UNTAC Military observers and provincial governors and an assortment of provincial authorities.
- Translating necessary documents for government officials and Senior Ministers for National Reconciliation in Cambodia.
- Working in a high profile environment, requiring much responsibility and discretion.
- Participating in the meetings with provincial officials, and high ranking military officers.
- Providing great care and attention to detail of information .
- Translating during the Mixed Military Working Group meetings (Twice) in **Pailin** .(Khmer Rouge controlled area at the western border of Cambodia)
- Translating for the UN Human Rights officers at conferences during the General Election in Cambodia .
- Providing assistance and translating in several occasions for UN military observers who were conducting the observations and Monitoring the ceasefire violation carried out by the warring factions.
- Interpreting during the celebration of Factional Military Demobilization which was held at the cantonment sites in various Divisions, Brigades, Battalions and Companies in Battambang province.

20 November 1993- 15 May 1994 Senior Interpreter/Translator for (UNMLT) The United Nations Military Liaison Team, Cambodia.

- Participating in meetings with Government officials and senior Military officers
- Accompanying the senior officers of UNMLT to meetings in the Ministry of National Security and Interior as well as the Ministry of National Defense .

- Providing translation of documents, daily reports, letters, circulars and other instructions from the Ministry of National Security and Interior, especially from the Ministry of National Defense.

VI. *WORKING EXPERIENCES WITH THE US ARMY :*

16 July 1994- 12 October 1994 : Working with US Engineering Team phase I for Heavy Equipment of Road construction (US Embassy to Cambodia) as the senior Interpreter/ Translator for LT Myskey Rick, Senior officer of US Engineering Team For Road construction.

17 October 1994- 16 December 1994 : Working as the senior Interpreter/ Translator with the US Demining Team during the execution of the United States Non-Lethal Mine Clearing Training provided by Detachment A-114, COA, 1st Battalion, Special, Forces Group during phase II of training. The commanding officer was Mr J.EB.Stewart, CPT .SF.

16 Jan1995- 24 March1995 : US Demining phase III. The United State Non-Lethal Mine Clearing Team , US Assistance program. The commanding officer was Mr.Michael K.Zikes.CPS.SF .

Language Skills :

Graduated from ACE :

- Interpreting Skill (I S)
- English Writing Skill (E W S)

Computer Skills :

- Graduated from ICS (Information Computer School) , the computer skills included :
 - Microsoft Windows 3.1
 - Microsoft word 6.0
 - Microsoft excel 5.0
 - Orgplus for windows 1.0

VII - *LEGAL EXPERIENCES WITH CAMBODIAN COURT TRAINING PROJECT (FUNDED BY USAID):*

DUTIES :

- 26 March1995 : Working as the senior Interpreter / Translator and assistant to the project directors judge Lawrence Pierce and Mr Eugene J. Murret .
- Legal Translation of Lecture Materials for training the judges, prosecutors, court clerks, staff and court Administrators of the Provincial and Municipal Courts.

- Translating for the Minister of Justice, the US Ambassador, the Cambodian Judiciary and Ministry of Justice representatives, Judges, Prosecutors and an assortment of NGO leaders and staff.
- Interpreting during training sessions conducted by international mobile trainers in both civil and criminal areas in various provincial / Municipal courts throughout the Kingdom of Cambodia.

Professional Highlights/Accomplishments :

- Interpreting during the Open House (the inauguration of CCTP office)
- Interpreting for the Annual Judicial Conference in 1995, which included Khmer and International Judges, Prosecutors, Court personnel and MOJ staff.

Headquarters Sector 8
Battambang, Cambodia

1 October 93

To Whom It May Concern

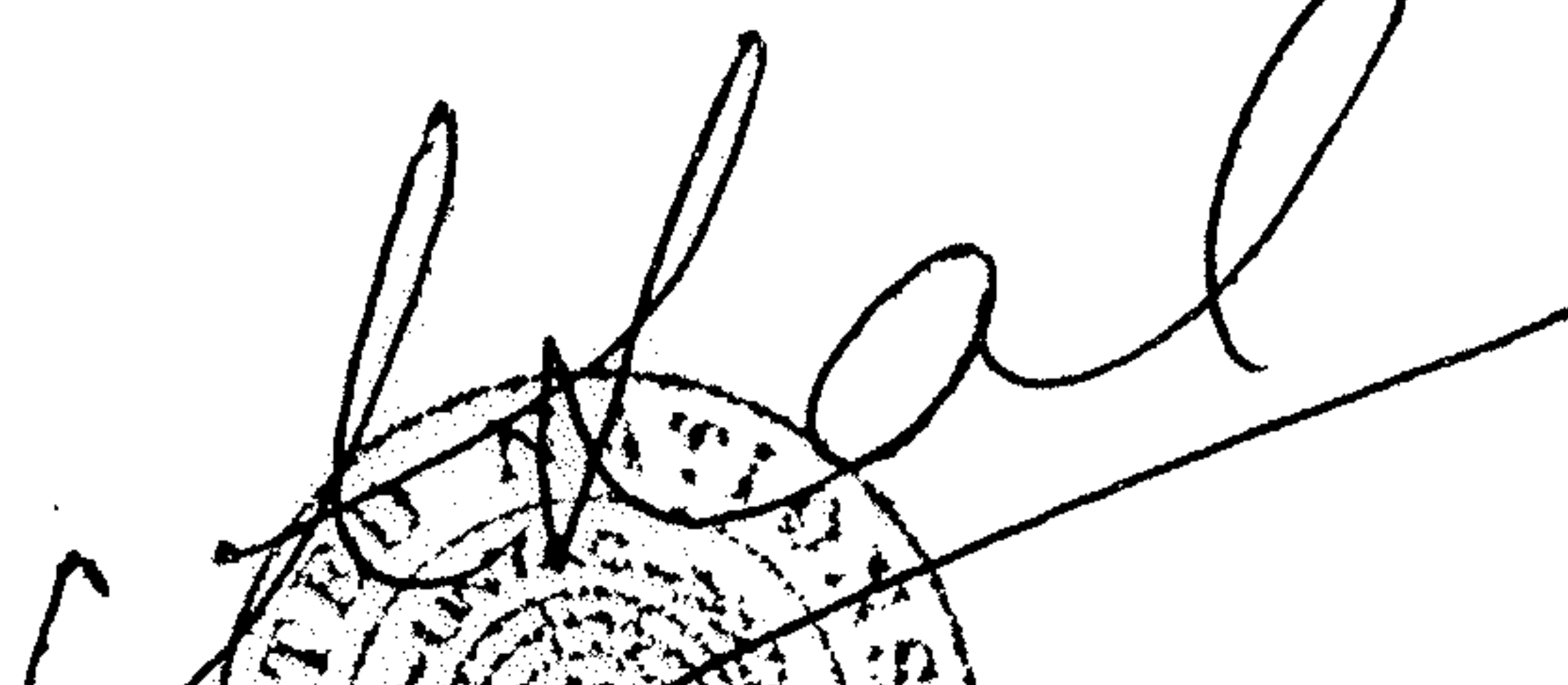
SUBJECT : LETTER OF RECOMMENDATION - MR SOVANNA MANN

1. As the senior United Nations Military Observer in Battambang province, Cambodia, it has been my distinct pleasure to have worked with Mr Sovanna Mann during the past four months. He has been employed as an English language interpreter and translator by the United Nations Transitional Authority in Cambodia (UNTAC) and has continually performed his duties in an outstanding manner.

2. Mr Sovanna Mann has frequently been placed in not only stressful but also extremely dangerous situations throughout his tenure with UNTAC, always providing calm and precise interpretation. He has participated in interviews, investigations of ceasefire violations and discussions with many high-ranking Cambodian military, government and civilian authorities. I have always been extremely pleased, not only with his English language skills, but also his professionalism, intelligence and energetic approach to the performance of his duties.

3. Mr Sovanna Mann possesses unlimited potential, utilizing every free moment studying diligently to improve his job skills. He is reliable, loyal and always willing to work extra hours and days to ensure the successful completion of any tasking.

4. I have no reservations in recommending him for employment in any endeavour he chooses.


AJAI LAI
LTC
SECTOR SENIOR UN MILITARY OBSERVER

UNITED NATIONS
UNITED NATIONS TRANSITIONAL
AUTHORITY IN CAMBODIA
(UNTAC)



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UNIES AU CAMBODGE
(APRONUC)

August 31, 1993

To: whom it may concern

LETTER OF RECOMMENDATION

Mr. SOVANNA MANN started to work as interpreter/translator of KHMER/ENGLISH, joining UNAMIC/UNTAC on 26 November 1991 and till the date. He had successfully worked with a series of UNMOs in Sector 8 Monitoring Team when I joined the Team in October 1992. For me it was a pleasure to work with Mr. Sovanna in sometimes difficult situation and he has been of much help to all Team members in liaisoning with representatives of different warring factions. I am convinced that he, with his language skills, will be a good asset for any UN or NGO organization operating in Cambodia.



S. Lashin
Major
Ops Offr
SMT 8
Battambang

LETTER OF REFERENCE - SAVANNA MANN

I have known Savanna Mann for 4 months whilst I have been serving as a British United Nations Military Observer for UNTAC. In this time Savanna Mann has been employed as an interpreter during meetings and interviews. He has also been called upon to translate documents from english into khmer and khmer into english. As a native english speaker I have been impressed with the consistantly high standard of his work. His confident and fluent style of translation has allowed meetings and interviews to be completed swiftly and successfully. His reputation for high standards of work has meant that there has been a heavy and diverse demand for his services. He has always risen to the task and has made himself a popular team member in the process. He is throughly reliable and totally trustworthy. I have no hesitation in producing this letter of reference for him; no matter what organisation he chooses to join I know that his adaptable character will allow him to meet all fresh challenges. He is a confident interpreter who will prove himself an asset to any organisation he chooses to join.

April 1993



A GILROY
Flight Lieutenant
Royal Air Force

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(UNTAC)



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SECTOR 8 HQ
BATTAMBANG

REF : SOVANNA MANN
INTERPRETER & TRANSLATOR

To whom it may concern

During my working with Sovanna Mann, I found him to be of very pleasant disposition - keen, dedicated and enthusiastic.

As an Interpreter and Translator, he is the first class, the best that I have worked with in this mission area.

I have no hesitation whatsoever in recommending him for further future work with the U.N.

Sovanna Mann
Interpreter & Translator, Grade VI/4
Date of arrival : November 26th, 1991 (From PNP to Sector 8 HQ)

ID Card No. FTM 2156
Index No. 981992110

I am, T. J. O'Connor, Comdr UNTAC UNMO 37435



UNITED NATIONS
UNTAC



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APRONUC

LETTER OF CERTIFICATION

THIS LETTER IS TO CERTIFY THAT
MR./MS. SOVANNHA RYNN

WHO IS CURRENTLY EMPLOYED AS A
LOCALLY RECRUITED INTERPRETER BY
THE UNITED NATIONS TRANSITIONAL
AUTHORITY IN CAMBODIA (UNTAC),
HAS SUCCESSFULLY COMPLETED A
~~FOUR OR~~
ONE WEEK OF INTENSIVE ENGLISH
LANGUAGE AND INTERPRETATION
SKILLS TRAINING PROGRAMME.

THIS COURSE WAS ORGANIZED BY
UNTAC AND CONDUCTED BY
THE AUSTRALIAN CENTRE FOR
ENGLISH (ACE); IT WAS
SPECIFICALLY DESIGNED
TO IMPROVE THE INTERPRETATION
SKILLS AND ENHANCE THE LANGUAGE
PROFICIENCY LEVEL OF THE
PARTICIPANT.


KARSTEN HERREL, CHIEF
ADMINISTRATIVE SERVICES
UNTAC
_____, MAY, 1993



Headquarters Sector 8
Battambang, Cambodia

1 October 1993

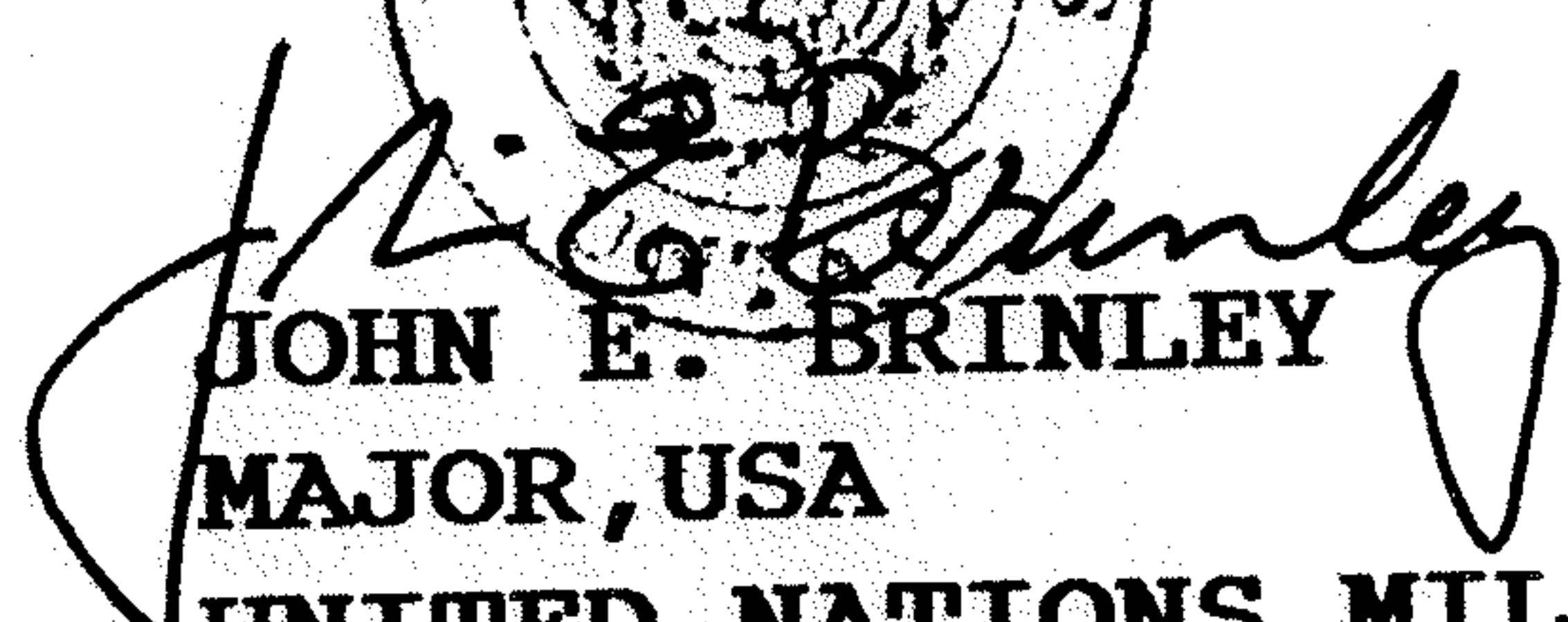
TO Whom It May Concerns

SUBJECT : LETTER OF RECOMMENDATION - Mr Sovanna Mann

1. Simply stated Mr Sovanna Mann has been an outstanding interpreter and translator during his tenure with the United Nations Transitional Authority in Cambodia (UNTAC) .

2. Having worked with Mr Sovanna Mann for more than a year I have been thoroughly impressed with his English skills and professional approach to the performance of his duties. Whether talking to a villager or a ranking military or government official he was always courteous and totally reliable in his interpretation.

3. Mr Sovanna Mann is a representative of the finest young men Cambodia has to offer. He is intelligent, ambitious, energetic and absolutely loyal. I would not hesitate in recommending him to any potential employer and would be proud to work with him again in the future.



JOHN E. BRINLEY
MAJOR, USA
UNITED NATIONS MILITARY OBSERVER

UNITED NATIONS

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This is to certify that



Mr Mann Sovanna

**Has rendered dedicated service as
Interpreter/Senior Translator
with the United Nations Military
Liaison Team, Cambodia**

May 15, 1994

A handwritten signature in black ink, appearing to read "Muniruzzaman".

Col. Muniruzzaman

Chief Military Liaison Officer

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(UNTAC)



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HQ 8 Sector
Battambang

21 June 93

S8/HQ/UNTAC/48

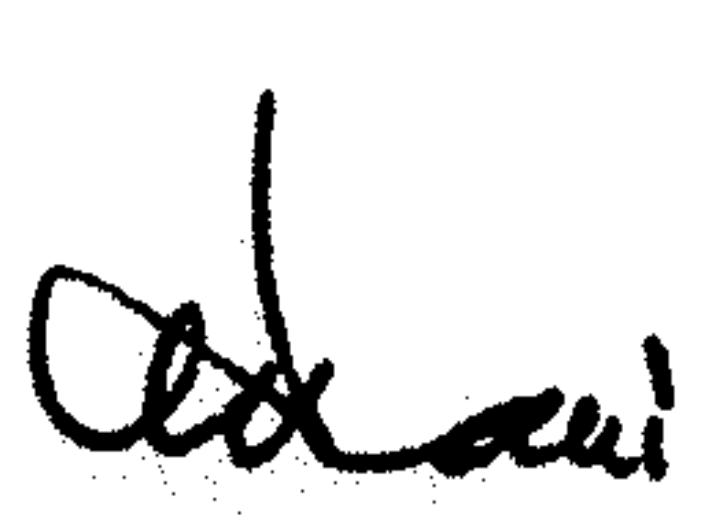
TO WHOM IT MAY CONCERN

LETTER OF COMMENDATION

1. Mr SOVANNA MANN has been employed as an English interpreter with the UN since 26 Nov 91. He served initially with the United Nations Advance Mission in Cambodia (UNAMIC) and was subsequently absorbed into the United Nations Transitional Authority in Cambodia (UNTAC).

2. Throughout the period of his assignment with the UN, Mr SOVANNA MANN had been a remarkable employee with profound knowledge and is skillful in his job. He also displayed some fine personal attributes, which served as an example to other local Khmer employees. He is energetic, resourceful and had even shown willingness to render his services outside his duty hours.

3. With such fine qualities inherent in Mr SOVANNA MANN, I have no doubt that he can be an asset to any organization, desirable of his services.


ARSHAD RAJI
Col
Sector Commander



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(UNTAC)



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MAJ LARRY D. BURKETT, USA.
UNMO SECTOR 8 BATTAMBANG

August 10th, 1993

LETTER OF RECOMMENDATION

To whom it may concern

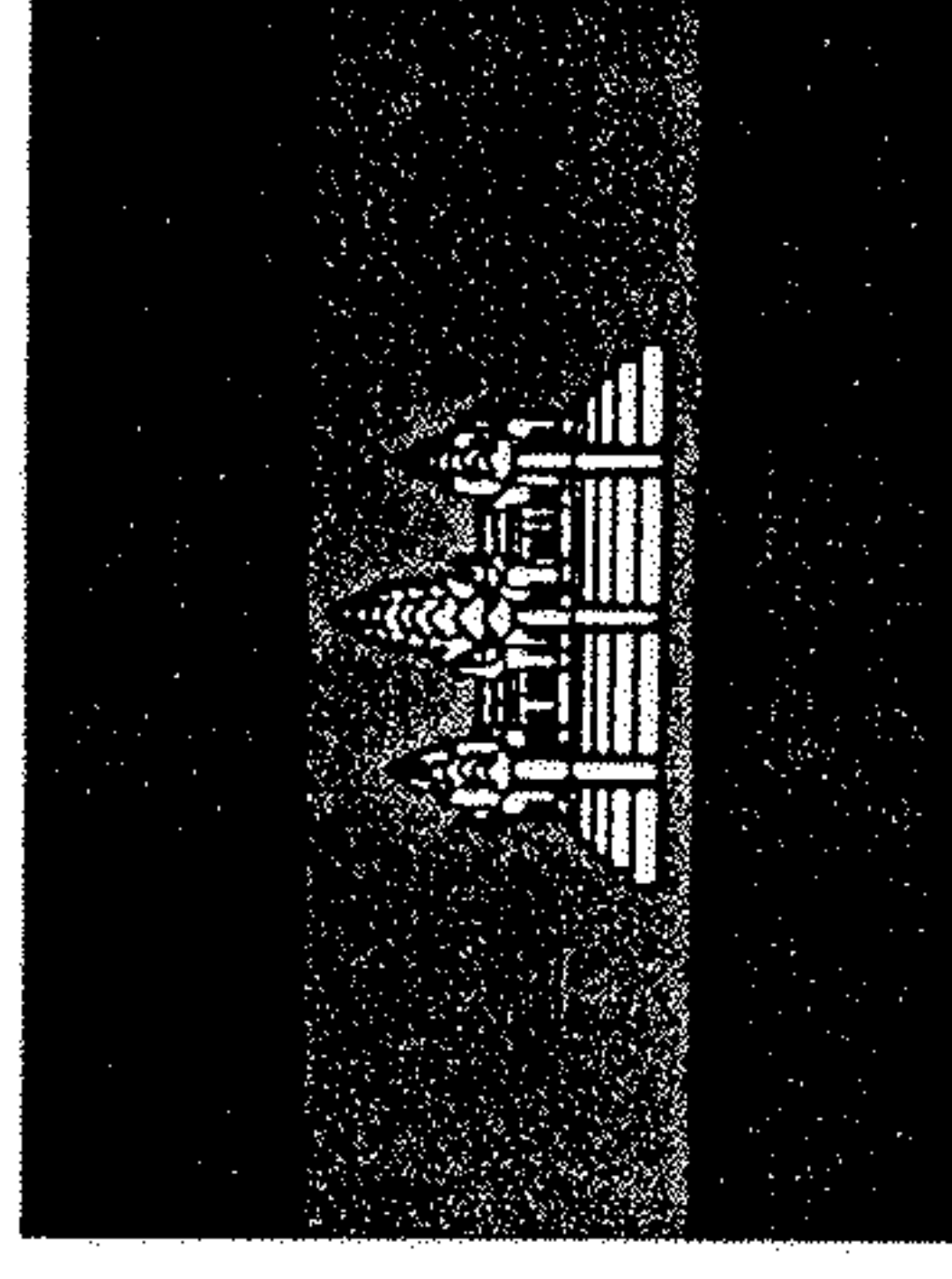
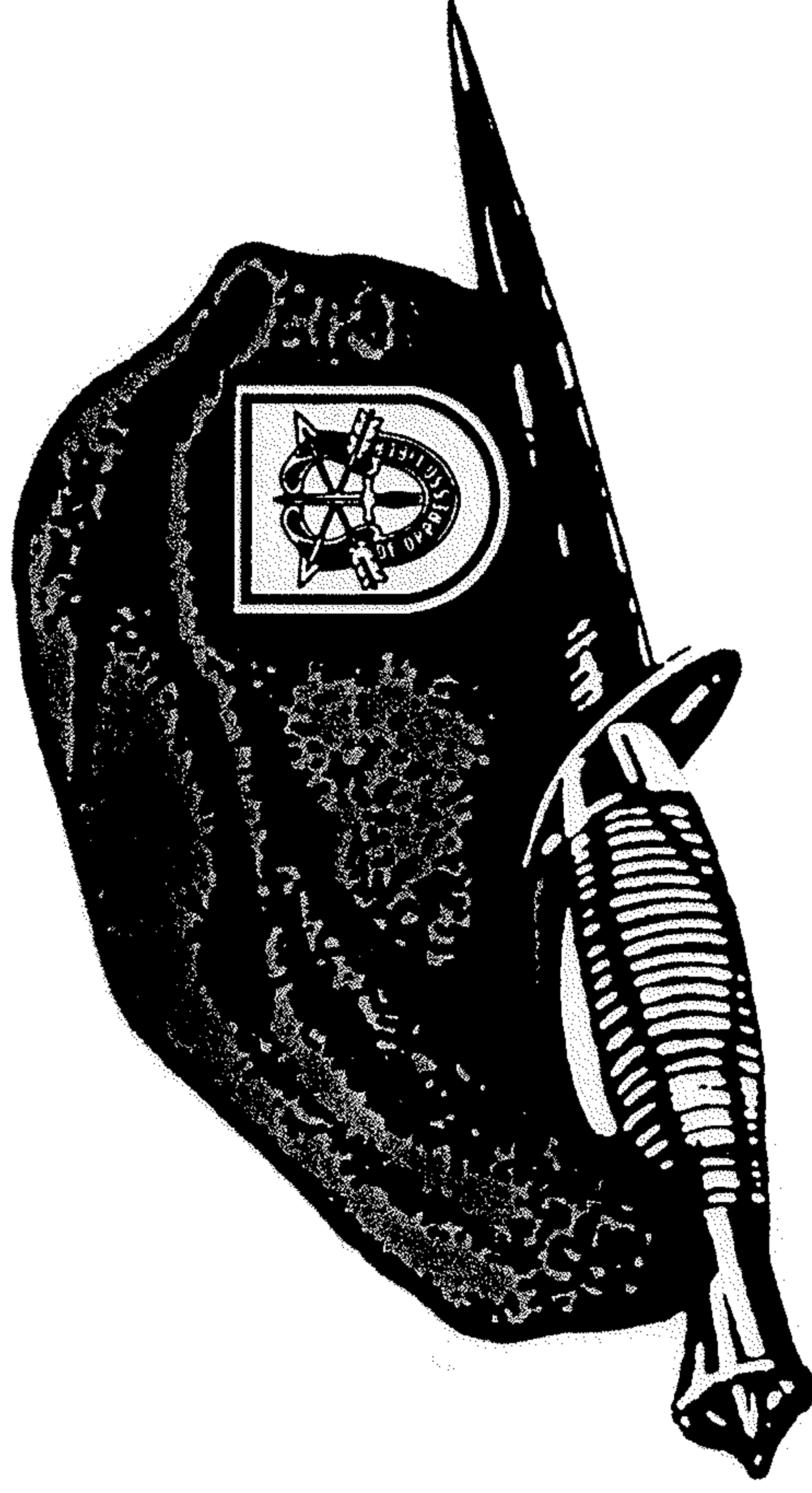
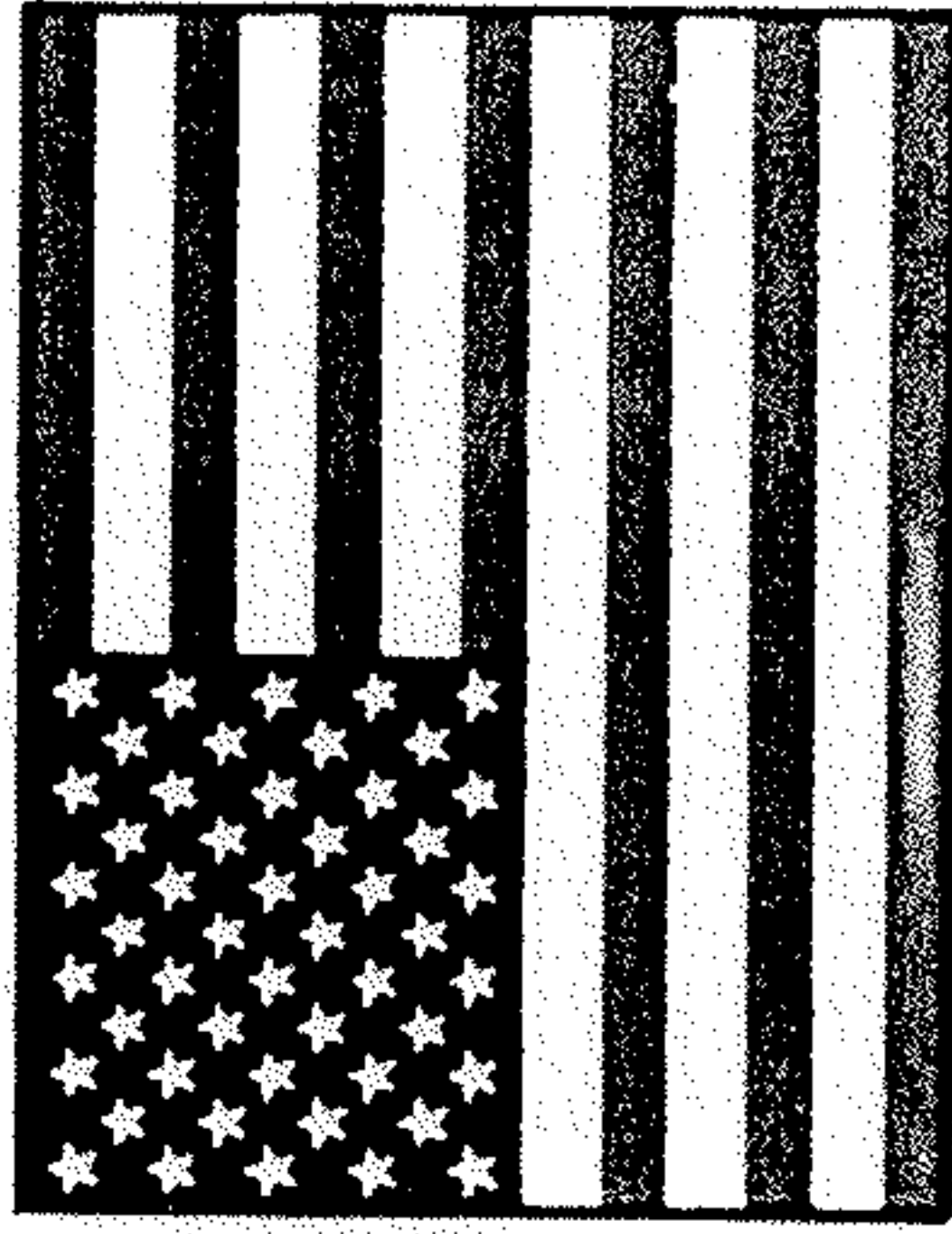
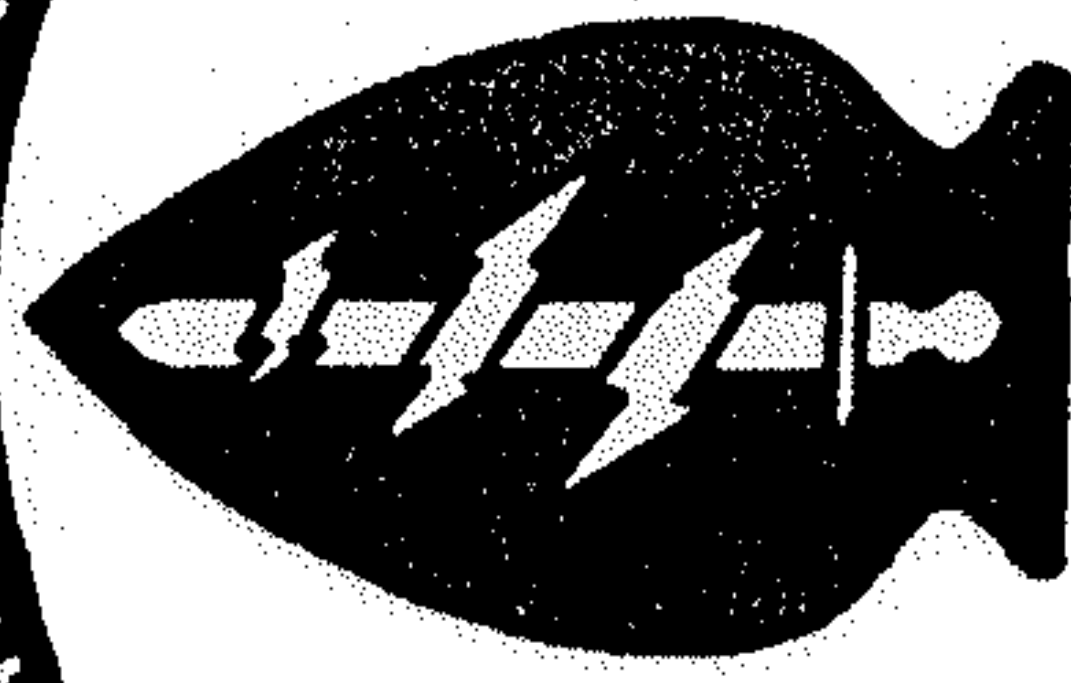
1. Mr Sovanna Mann has worked for me as an Interpreter on numerous occasions. His English speaking and comprehension skills are excellent. Further, he has always displayed a great amount of energy, enthusiasm and initiative in accomplishing assigned duties.
2. I highly recommend Mr. Sovanna Mann for future employment with the United Nations or any other organization desiring an employee with a high level of English skills and competence. Mr Sovanna Mann would be a tremendous asset to any employer.



LARRY D. BURKETT
MAJOR, USA
UNMO, SECTOR 8 BTB

1st BATTALION, 1st SPECIAL FORCES GROUP (AIRBORNE)

Okinawa, Japan



Certificate of Appreciation

Presented to

SOVANNA MANN **ស៊ុន សុវណ្ណ**

this **24** day of **March** 19**95**

For Outstanding Cooperation and Support during the execution of United States Non-Lethal Mine Clearing Training provided by Detachment A-113, Co A, 1st Battalion, 1st Special Forces Group During the period 16 January - 24 March 1995. During Phase III of training your efforts, friendship and professional rapport have ensured the imminent success of this important U.S. Assistance Program.

សហប្រតិបត្តិការ និង ការជំនួយឧបត្ថម្ភគាំទ្រដ៏ល្អ ក្នុងប្រតិបត្តិការរបស់សហរដ្ឋអាមេរិក នៃវគ្គហ្វឹកហ្វឺនបោសសំអាតមីន ដែលបង្ការមិនបណ្តាល អោយមានមនុស្សស្លាប់នេះ ត្រូវបានជួយដោយ កងទលសេនា A /113, កងអនុសេនា A, កងអនុសេនាទី ១, ក្រុមកងទ័ពពិសេសលេខ ១, ចាប់ពី ថ្ងៃទី ១៦ មករា ដល់ ថ្ងៃ ទី ២៤ មីនា ឆ្នាំ ១៩៩៥ ដោយការខិតខំប្រុងប្រយ័ត្នរបស់កម្មសិក្សាការីជំនាន់ III ធនៈ មិត្តភាព និង ការធ្វើទំនាក់ទំនងដ៏ល្អបានសំរេចដោយ ចោតជ័យយ៉ាងពិតប្រាកដ នៃកម្មវិធីផ្តល់ជំនួយដល់សហរដ្ឋអាមេរិក ។


Michael K. Zikes, CPS, SF

Commanding

DEPARTMENT OF THE ARMY
Headquarters, 1st Battalion,
1st Special Forces Group (Airborne), 1st Special Forces
Unit 35123, APO Area Pacific 96376-5123

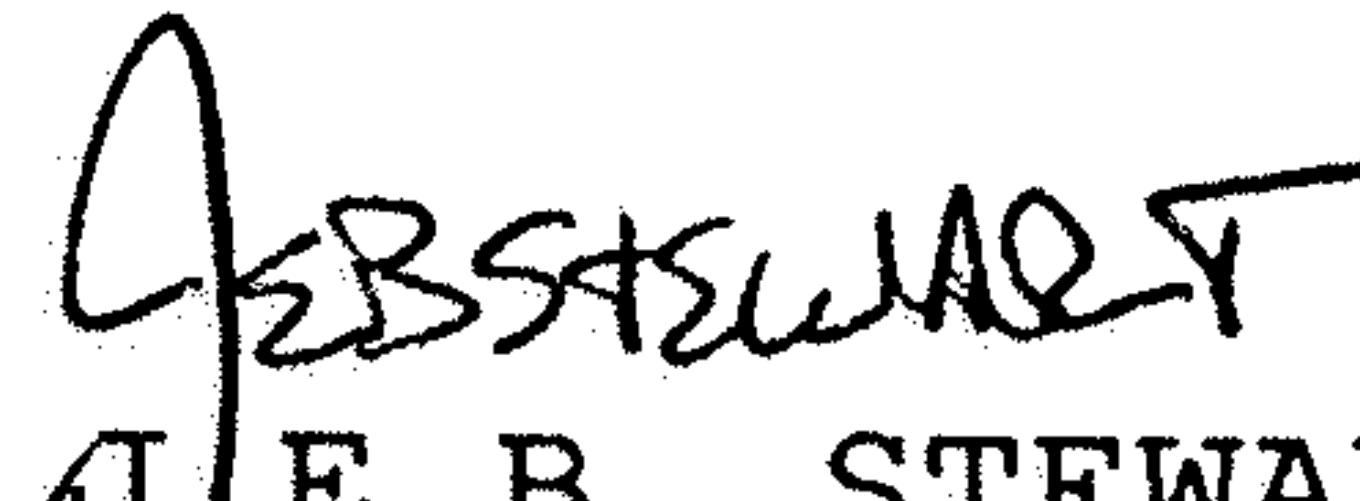
APSO-SFI-F-A-114

14 December 1994

MEMORANDUM

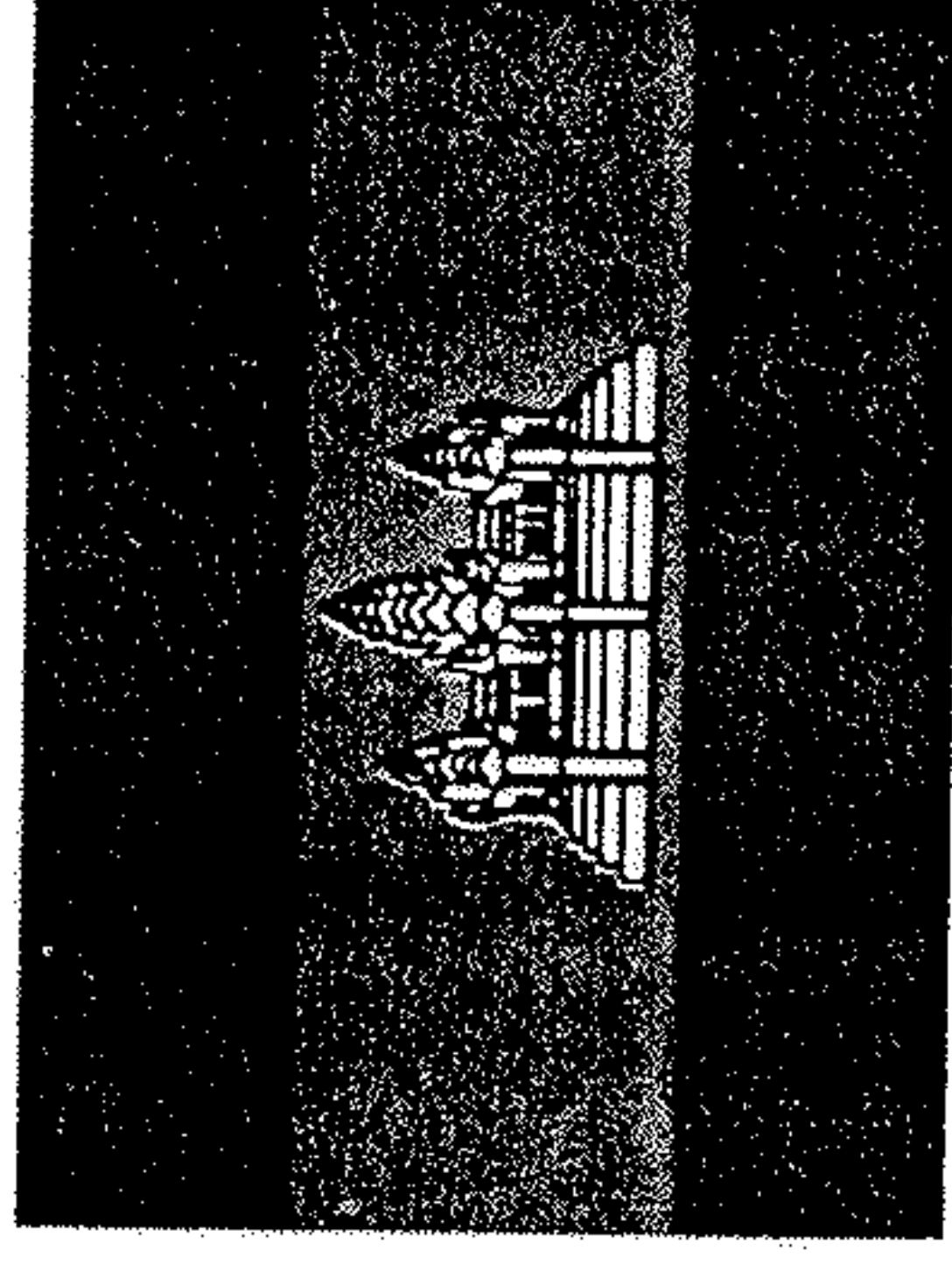
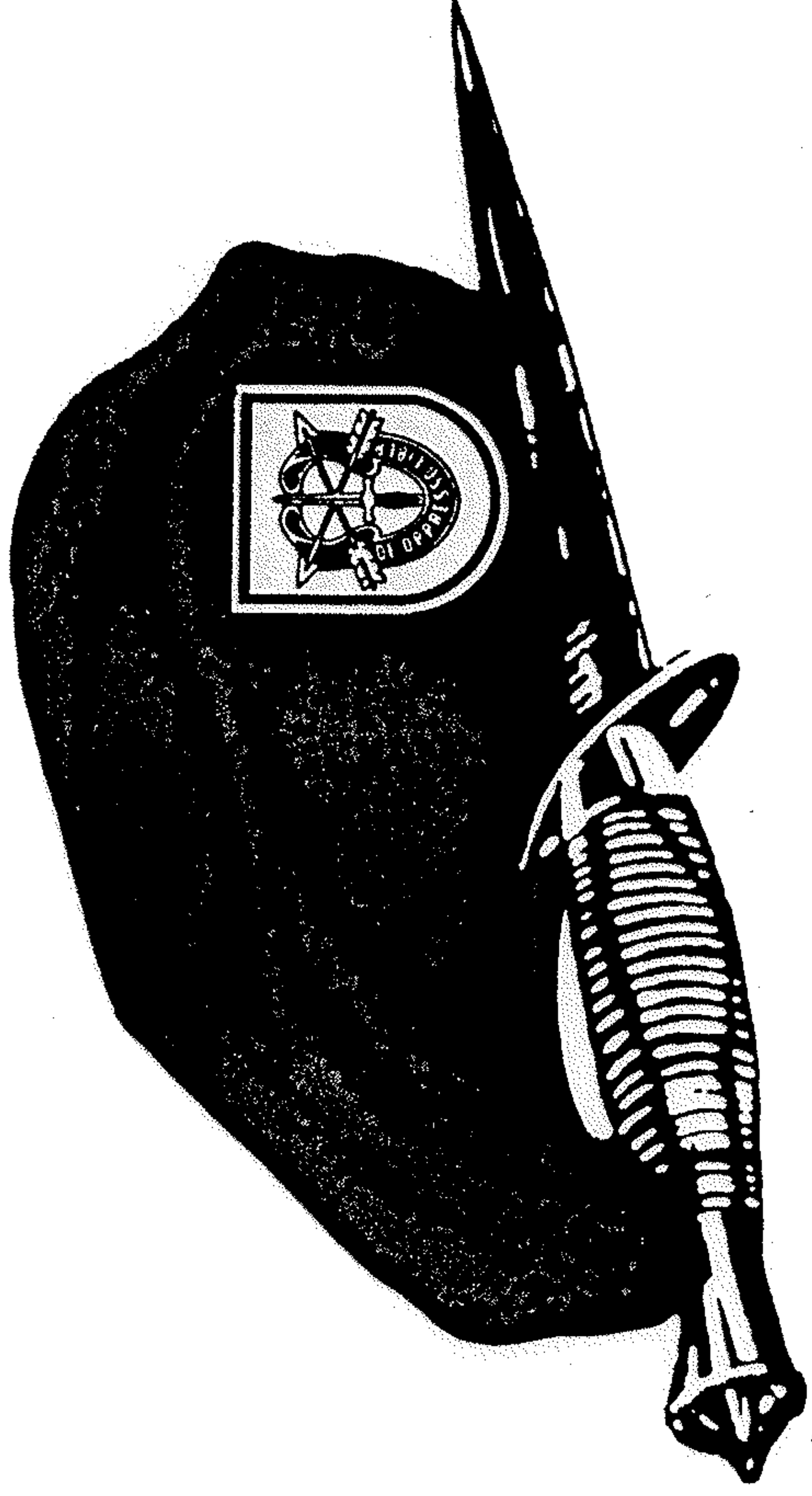
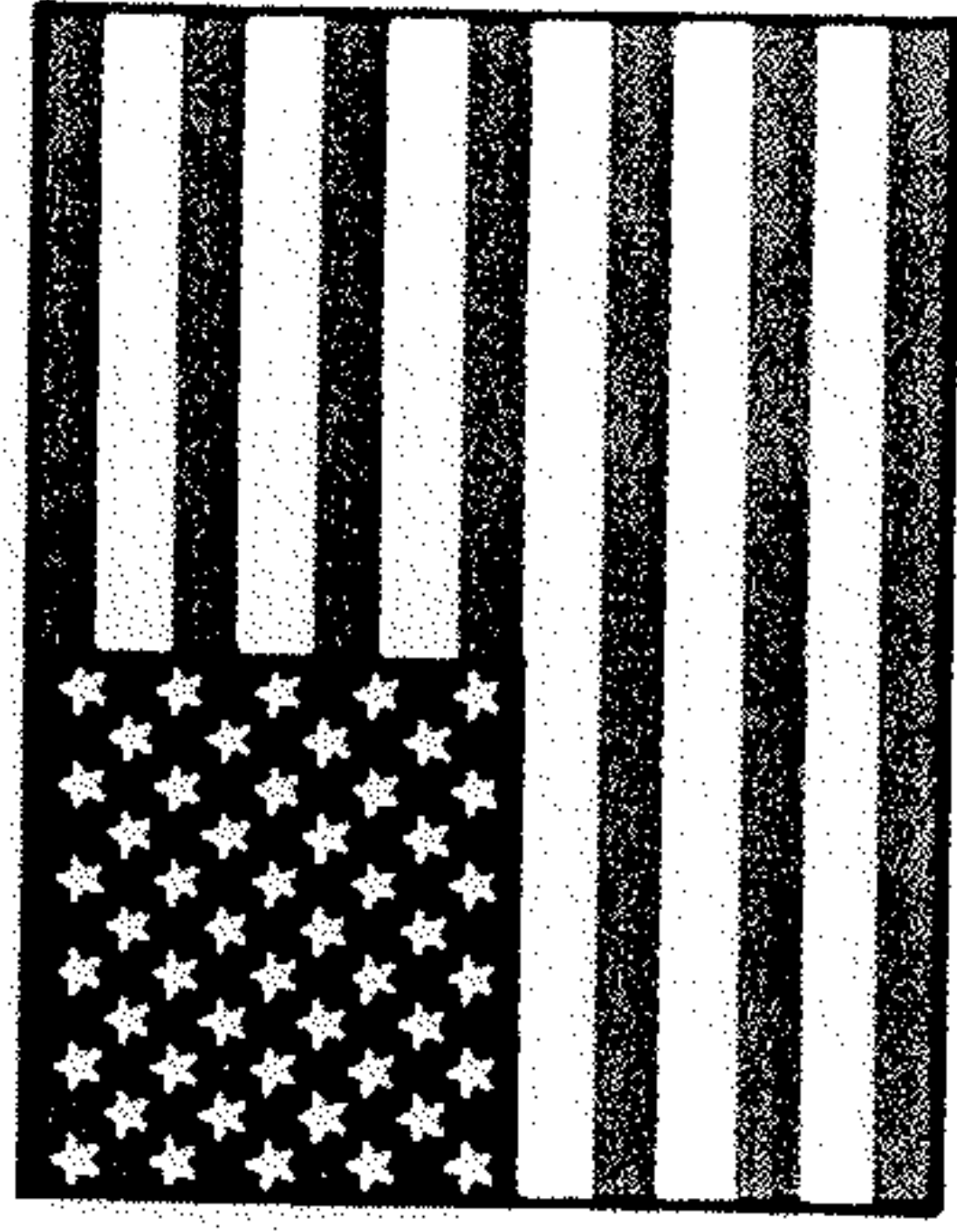
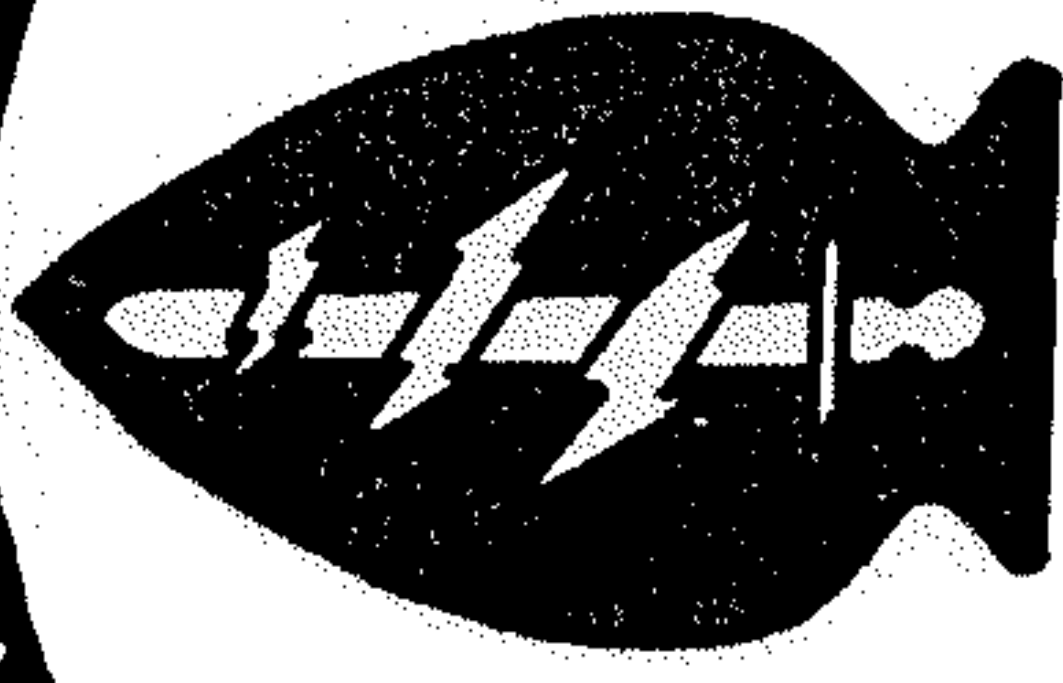
SUBJECT: Letter of Recommendation for Mr. Mann Sovanna.

1. I strongly recommend Mr. Mann Sovanna for employment.
2. As an Officer in the United States Army, I understand that good employees are essential in any business for efficiency, productivity and success. Through my association with Mr. Sovanna, I'm confident that he has the right qualities to contribute significantly to any business. He is intelligent, hardworking, dedicated and totally responsible.
3. His previous experience as a Translator in my command was exemplary. During his employment with the 1st Special Forces Group for a Basic Demining Course, his accurate translation, initiative and firm grasp of the subject matter led to the overall success of our mission. His ability to handle difficult circumstances and maintain a superior quality of performance will serve him well in any employment desired.
4. Mr. Mann Sovanna has the character to accomplish what ever goals he establishes for himself. He will be a superb employee. Without reservation, I strongly recommend Mr. Mann Sovanna for employment.


J.E.B. STEWART
CPT, SF
Detachment Commander

1st BATTALION, 1st SPECIAL FORCES GROUP (AIRBORNE)

Okinawa, Japan



Certificate of Appreciation

Presented to

Mr. Mann Sovanna

this 15th day of December 19 94

For Outstanding Cooperation and Support during the execution of United States Non-Lethal Mine Clearing Training provided by Detachment A-114, Co A, 1st Battalion, 1st Special Forces Group During the period 17 October - 15 December 1994. During phase II of training your efforts, friendship and professional rapport have ensured the imminent success of this important U.S. Assistance program.

សហប្រតិបត្តិការ និង ការជំនួយឧបត្ថម្ភគាំទ្រដ៏ល្អ ក្នុងប្រតិបត្តិការរបស់សហរដ្ឋអាមេរិក នៃវគ្គហ្វឹកហ្វឺនបោសសំអាតមីន ដែលបង្ការមិនបណ្តាល អោយមានមនុស្សស្លាប់នេះ ត្រូវបានជ្រើសរើសដោយ កងទលសេនា A 114, កងអនុសេនា A, កងវេសនាគូចលេខ១, ក្រុមកងទ័ពពិសេសលេខ ១, ចាប់ពី ថ្ងៃទី ១៧ ខែតុលា ដល់ថ្ងៃទី ១៥ ខែ ធ្នូ ឆ្នាំ ១៩៩៤, ដោយការទំនៀមទម្លាប់របស់កម្មសិក្សាការីជំនាន់ទី II នេះ មិត្តភាពនិងការធ្វើទំនាក់ទំនងដ៏ល្អបានសម្រេច ជោគជ័យយ៉ាងពិតប្រាកដ នៃកម្មវិធីផ្តល់ជំនួយដល់សហរដ្ឋអាមេរិក ។

J.E.B. STEWART
J.E.B. STEWART, CPT, SF
Commanding

U.S. DEMINING ASSISTANCE TEAM
U.S. EMBASSY PHNOM PENH
BOX P, APO AP 96546

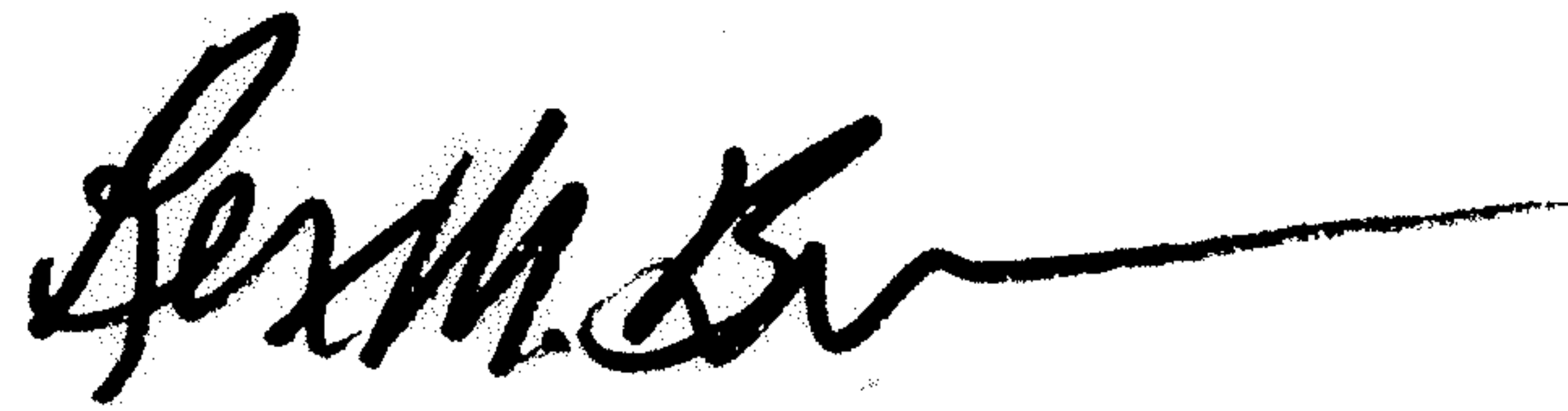
MEMORANDUM FOR: To Whom It May Concern

22 March 95

SUBJECT: Letter of Recommendation

1. The purpose of this memorandum is to verify the fact Mr. Bo Pao and Mr. Mann Sovanna were both employed as interpreters by the United States Government, and also to attest to their proficiency of the English language.
2. Mr. Bo Pao and Mr. Mann Sovanna performed magnificently while employed as interpreters for the United States Demining Assistance Team, Phase III, from January 9 through March 24, 1995. Their primary duties were acting as interpreters during classroom presentations, and assisting in the translation of the U.S. Demining Assistance Team's mine clearance program of instruction.
3. Besides their primary duties, both men proved to be essential while providing their assistance during numerous other mine clearance related activities. These activities included assisting with logistical and equipment purchases, coordinating training and transportation requirements, and acting as assistant Range Safety Officers during an intensive, two-day demolition range in which forty-one students received hands-on training with various high-explosives and demolition materials.
4. The firm grasp of the English language and personal initiative demonstrated by Mr. Bo Pao and Mr. Mann Sovanna contributed greatly to the successful completion of the U.S. Demining Assistance Program (Phase III).

POC: Rex M. Bruce, Chief Demining Instructor, U.S. Demining Assistance Team (Phase III), United States Embassy.



REX M. BRUCE
CHIEF DEMINING INSTRUCTOR
U.S. DEMINING ASSISTANCE PROGRAM

ACE

Australian Centres for Education

No: 1647

This is to certify that



SOVANNA MANN

has satisfactorily completed
the following training course

Intensive Interpreter Training

11.1.93 - 15.01.93



Date of issue : 28 May 1993



The International Development Program of Australian Universities and Colleges



- ១ . . ១៣ក. ថែវ. ២៥៣៣ . . បានចូលរួមបំរើជាបុគ្គលិកនៃអង្គការបណ្តោះអាសន្នរបស់អង្គការសហប្រជាជាតិក្នុងប្រទេសកម្ពុជាចាប់ពីថ្ងៃទី ០១ ខែ មករា ១៩៩២ . . ហើយត្រូវបានចាត់តាំងអោយទៅ. ១៣. បាត់ ស៊ីមន
- ដែលជាកន្លែងសម្រាប់ជនបំរើការងាររហូតដល់ទីបញ្ចប់នៃបេសកកម្ម ។
- ២ . . ក្នុងពេលបំរើការងារចាប់ពីថ្ងៃទី ០១ ខែ មករា ១៩៩២ ដល់ ថ្ងៃទី ១៣ ខែ តុលា ១៩៩៣. សម្រាប់ជនបំរើការងារជាអ្នកបកប្រែ និងត្រូវបានទទួលកិច្ចការបន្ថែមដទៃទៀតក្នុងទីកចិត្តអត់ធ្មត់និងរួសរាយ ។ សម្រាប់ជនបំរើការងារសំដែងនូវបុគ្គលិកលក្ខណៈមួយសមរម្យ អាចលំទោនគួរអោយទុកចិត្ត ហើយតែងតែបំពេញកត្តាភារកិច្ចរបស់ខ្លួនត្រឹមត្រូវច្បាស់លាស់ដែលនាំអោយសមាជិកទាំងអស់ក្នុងក្រុមមានការពេញចិត្តចំពោះលក្ខណៈសម្បត្តិនេះ ។
- ៣ . . ដោយសារតែអ៊ុនតាក់ត្រូវបញ្ចប់បេសកកម្មរបស់ខ្លួនក្នុងប្រទេសកម្ពុជា ក្រុមសង្កេតការណ៍យោធាអ៊ុនតាក់ប្រចាំ ១៣ បាត់ ស៊ីមន ក៏រំលឹកឡើងវិញនូវសកម្មភាពកន្លងមកក្នុងមនោសញ្ចេតនាសោមនស្ស និងវាយតម្លៃខ្ពស់ដល់ការរួមចំណែករបស់ ៣៣. ថែវ. ២៥៣៣ . . និងជនកម្ពុជាដទៃទៀតដែលបានស្មោះស្ម័គ្រក្នុងការបំរើអ៊ុនតាក់ ។ យើងយល់ថាបើគ្មានអ្នកទាំងអស់នេះទេ បេសកកម្មរបស់អ៊ុនតាក់ក៏មិនអាចទទួលបានជោគជ័យដែរ ។
៤. . យើងសូមប្រសិទ្ធិពរដល់សម្រាប់ជនអោយមានសព្វសាធុការពរក្នុងអនាគតរបស់ខ្លួននិងឧទ្ទេសនាមសម្រាប់ជនទៅប្រកបការងារដទៃផ្សេងទៀតដែលទាមទារកំលាំងកាយចិត្តស្មារតីលះបង់ និងជំនឿទុកចិត្ត ។

ថ្ងៃទី ខែ ឆ្នាំ ១៩៩៣


វរសេនីយទៅ K. R. ក្រុស
នាយកសម្របសម្រួល
ការងារនៃការវិវាយយសង្កេតការណ៍



5 October 1993

TO WHOM IT MAY CONCERN

MR. SOVANNA MANN (Index 935982) joined the staff of the UNITED NATIONS TRANSITIONAL AUTHORITY IN CAMBODIA (UNTAC) 01 JANUARY 1992 and was assigned BATTOMBONG, where he served until the end of the Mission.

During his service from 01 JANUARY 1992 to 13 OCTOBER 1993, he performed his tasks of interpreter, as well as other tasks entrusted to him from time to time, with an exemplary sense of duty and a pleasant disposition. He proved himself to be discreet and trustworthy and always performed his duty with distinction. He earned the admiration of all his co-workers.

As UNTAC concludes its Mission in Cambodia, the United Nations Military Observers of UNTAC in BATTOMBONG look back with pleasure and appreciation to the contributions of MR. SOVANNA MANN and other dedicated Cambodians without which the Mission could not have been succeeded.

We wish MR. SOVANNA MANN all the best in his future endeavours and recommend him highly for any assignment requiring hardwork, dedication and trust.


LTCOL K.R. CROSS
SENIOR TEAM COORDINATOR
MONITORING CELL
UNTAC HQ

UNITED NATIONS

UNITED NATIONS TRANSITIONAL
AUTHORITY IN CAMBODIA
(UNTAC)



NATIONS UNIES

AUTORITE PROVISoire DES NATIONS
UNIES AU CAMBODGE
(APRONUC)

UNTAC
SECTOR 8 MONITORING TEAM
BATTAMBANG

SEPTEMBER 20th, 1993

TO WHOM IT MAY CONCERN

MR SOVANNA MANN - INTERPRETER

1. MR SOVANNA MANN has been employed as an English interpreter and translator with the United Nations since November 26th, 1991. He served initially with the United Nations Advance Mission in Cambodia (UNAMIC) and was subsequently absorbed into the United Nations Transitional Authority in Cambodia (UNTAC). In May 1993 he was re-allocated to the Sector Monitoring Team where his skills was used for the translation of documents, meeting and day to day interpreting tasks.

2. In the time that I have known him I have found him to be a most conscientious and hardworking individual who shows an exceptionally high degree of loyalty and honesty. In short, he can be recommended wholeheartedly for any post, and I personally endorse him to any prospective employer.

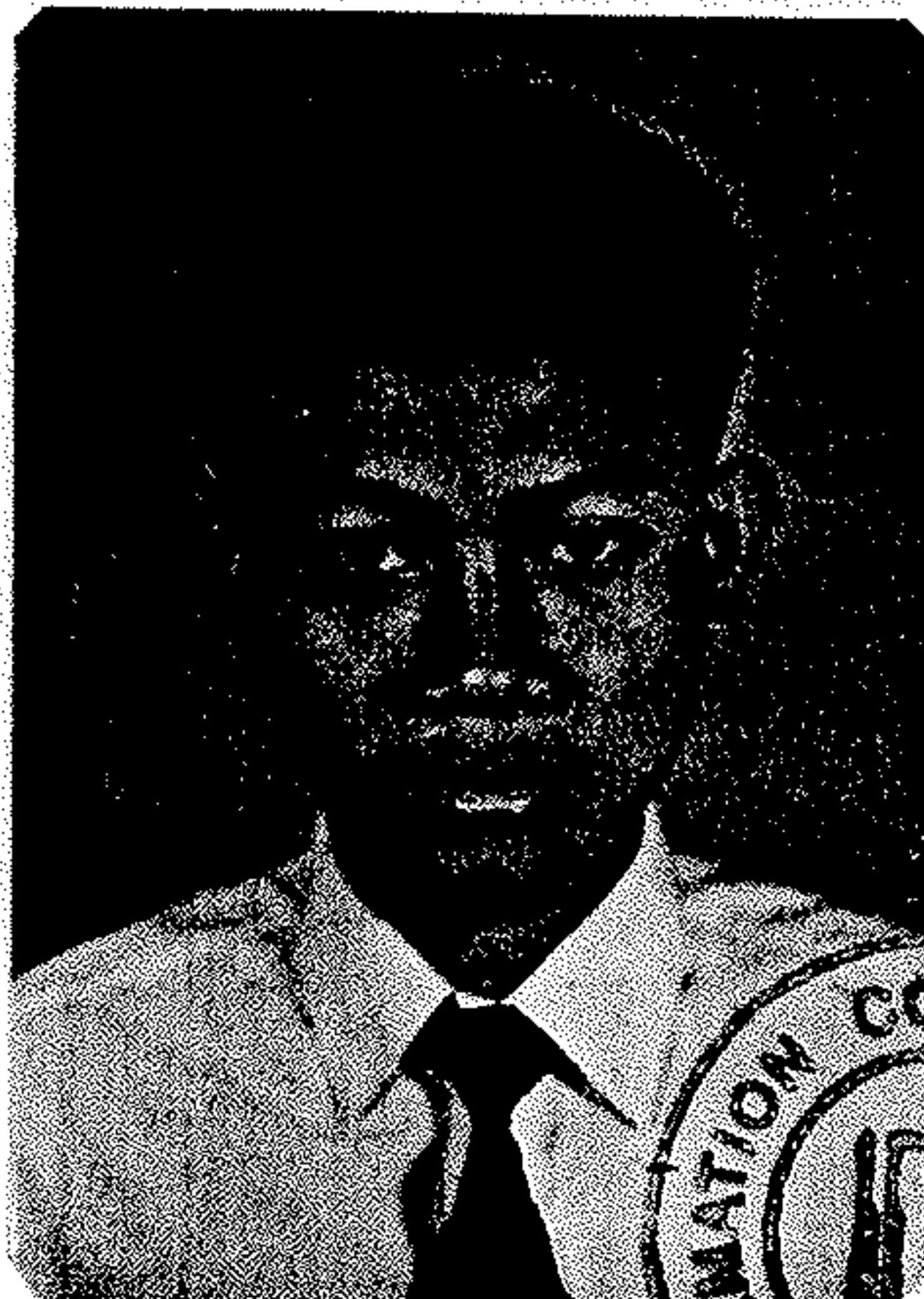


Maj. Clelio Lacerda
United Nations

ICS

INFORMATION COMPUTER SCHOOL
A Cambodia-Singapore Organization

Certificate of Achievement



This is to certify that

MANN SOVANNA

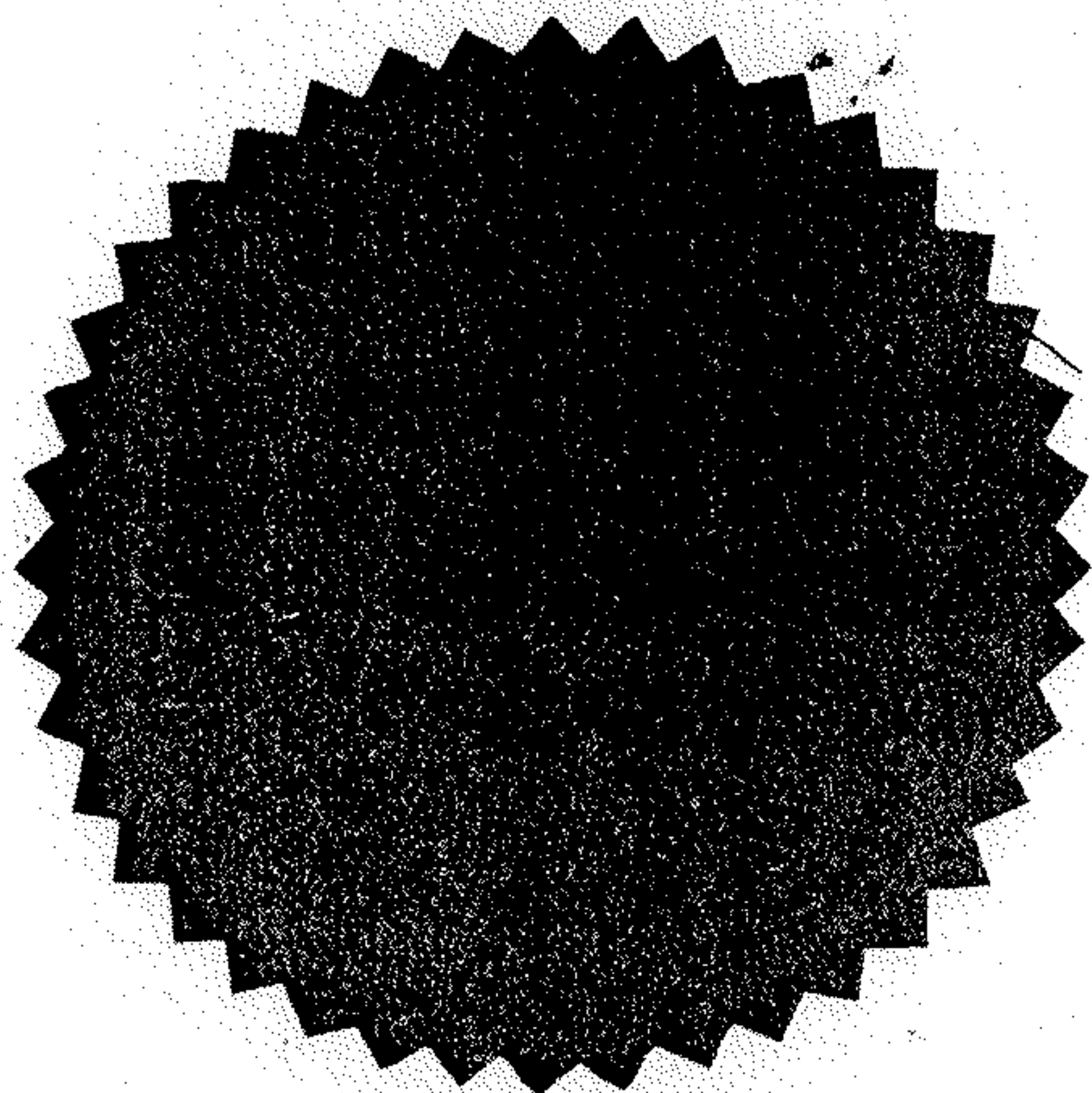
has completed a course on
Information Technology In Windows (ITW),
Computer Concepts, Microsoft Windows 3.1,
Microsoft Word 6.0, Microsoft Excel 5.0, Orgplus 1.0 and Khmer Fonts

conducted by
ICS
a Government Recognized Training Organization
for the period of

28/03/96

to

28/05/96



ICS SEAL

Miss Ng Beng Ho

Principal,
Information Computer School

Cert. Ref. No.: KITW221



កម្មវិធីបណ្តុះបណ្តាលតុលាការកម្ពុជា

Cambodian Court Training Project
International Human Rights Law Group

OFFICE IN CAMBODIA:

No. 11, Rue 360

Phnom Penh, Cambodia

Tel/Fax: (855-23) 62665

Back-up: (855-23) 27425

E-Mail: Camcourt@uni.hk.net

2 January 1996

Mann Sovanna
Office Aide and Translator
Cambodian Court Training Project
P.O. Box 1125
Phnom Penh, Cambodia

MAILING ADDRESS:

P. O. Box 1125

Phnom Penh, Cambodia

Dear Sovanna,

I want to take this opportunity to thank you very much for your hard work during the first annual CCTP conference at the Ministry of Justice. Your long hours preparing the written materials were crucial to the success of our conference. You worked far beyond your normal responsibilities to make sure that everything was translated to perfection.

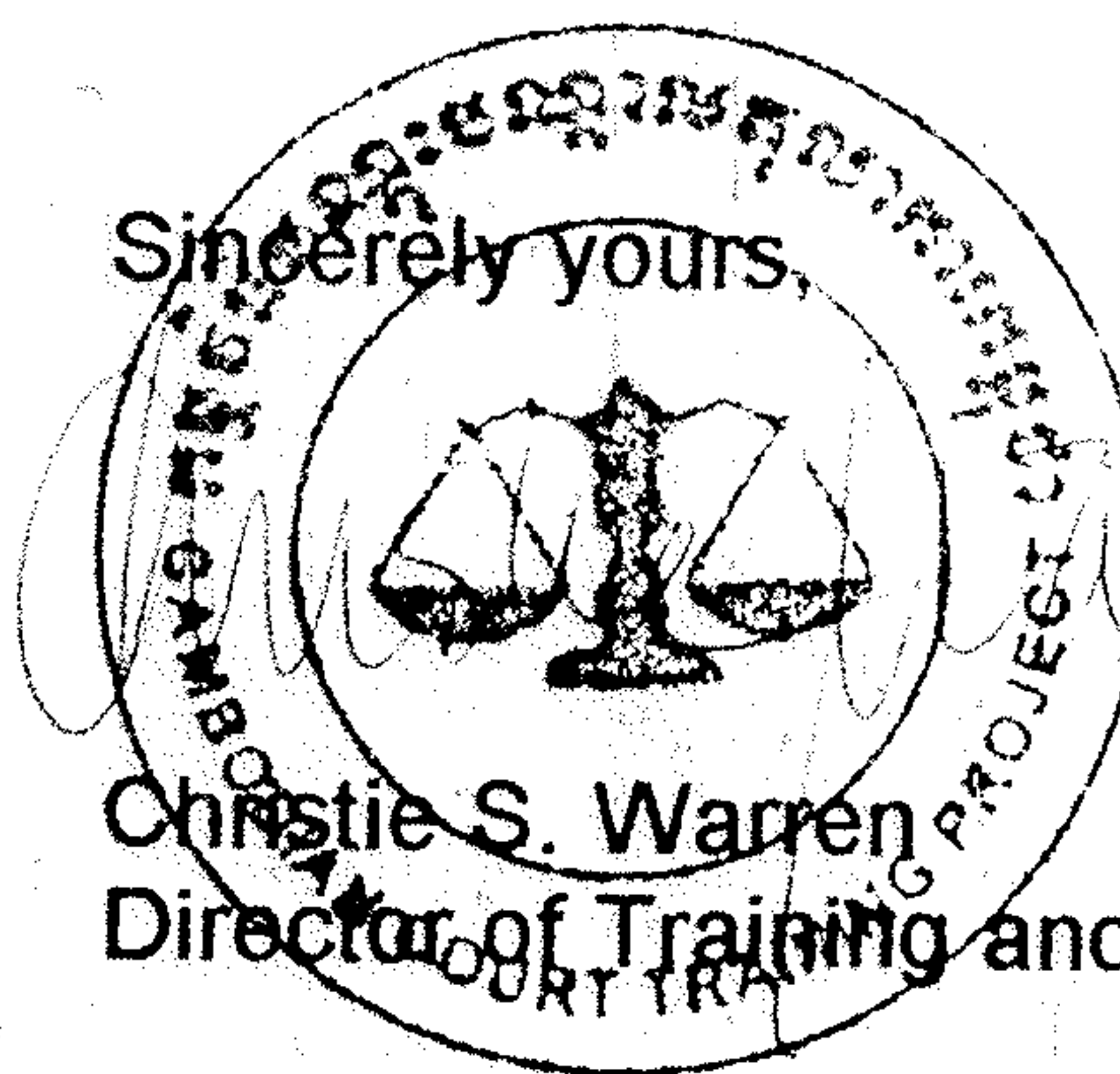
I also want to thank you for stepping in at the last minute once the conference began and interpreting for the entire conference. Without any advance preparation at all, you did an outstanding job of interpreting the material communicated by more than a dozen trainers to the audience of more than seventy of the nation's judges and prosecutors. Your work was flawless and your demeanor was impeccable.

Throughout the entire Project, you have shown complete discretion and absolute dependability. You were the first interpreter / translator that was hired, and you have been loyal and dedicated since that time. I have always been proud to work with you.

I wish you the best of luck in all of your future assignments and hope that you will remain with the Cambodian Court Training Project until its work is completed.

Sincerely yours,

Christie S. Warren
Director of Training and Curriculum





កម្មវិធីបណ្តុះបណ្តាលតុលាការកម្ពុជា
CAMBODIAN COURT TRAINING PROJECT
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No. 11, Street 360
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Tel/Fax: (855-23) 428848
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MAILING ADDRESS:

P. O. BOX 1125
Phnom Penh, Cambodia

OFFICE IN U. S.:

1601 Connecticut Ave. NW
Suite 700
Washington, DC 20009
Tel: (202) 232-8500
Fax: (202) 232-6731

Eugene J. Murret
Director

TO : Mann Sovanna

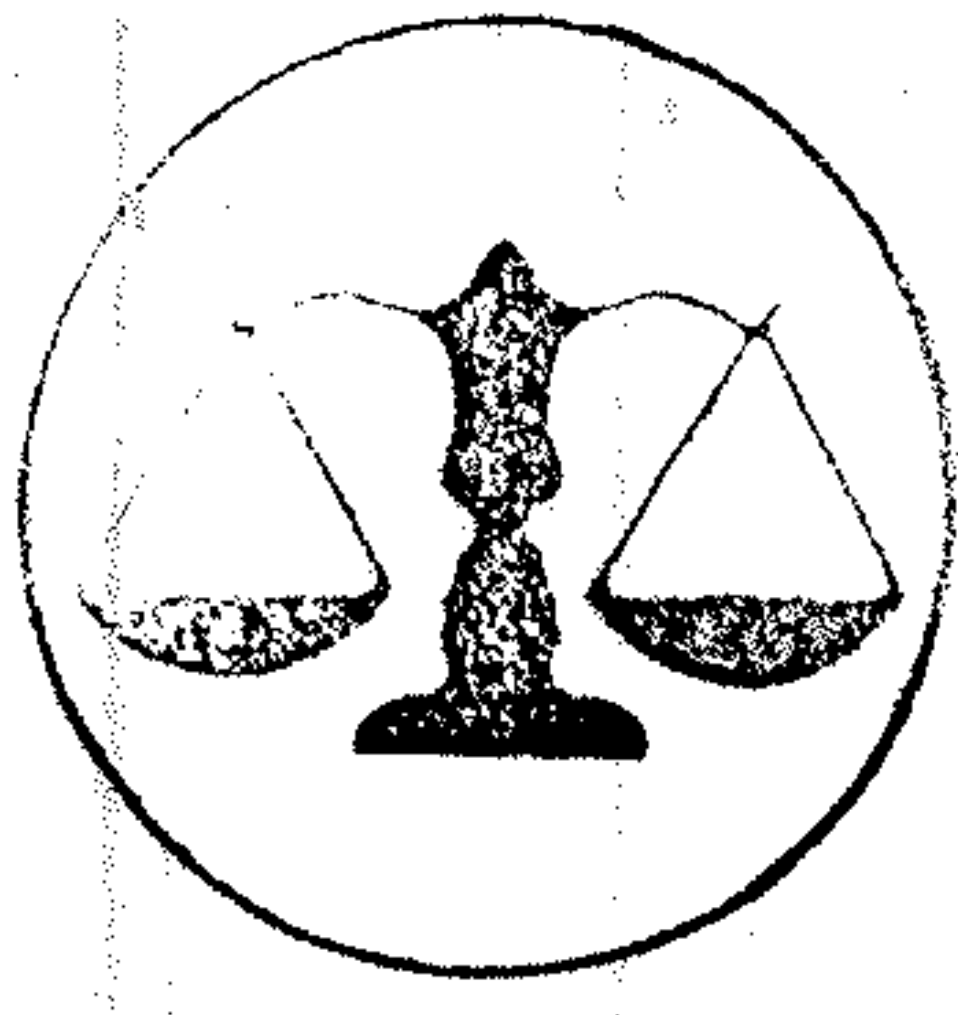
Re : December Conference at MOJ

On behalf of all of the trainers, I want to extend to each of you our deep appreciation for your important work in support of the trainers. The translators worked extremely hard and for long hours to produce the training materials in Khmer and were a great help at the conference by providing interpreting services to the trainers, judges and prosecutors. The drivers worked long hours transporting trainers and materials to and from the MOJ, and helping with copying and assembling the notebooks. The guards provided important assistance with copying material and assembling the notebooks, and by supervising the parking of vehicles at the reception.

Your service throughout the days of preparation for and at the conference were critical to its success. Your work was directly related to the improvement of the judiciary of Cambodia and for the ultimate benefit of all Cambodians, you can be justly proud and satisfied with your contribution to the success of the conference.

Thank you to each of you.





កម្មវិធីបណ្តុះបណ្តាលតុលាការកម្ពុជា
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 Suite 700
 Washington, DC 20009
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Eugene J. Murret
 Director

ជូនចំពោះ : ថ្នាក់ សុំស្តី

យោងតាម : សន្និបាតខេត្ត នៅទីស្តីការក្រសួងយុត្តិធម៌

តាងនាមអោយគ្រូបង្ហាត់ទាំងអស់ ខ្ញុំសូមសម្តែងនូវសេចក្តីដឹង
 គុណយ៉ាងជ្រាលជ្រៅចំពោះអស់លោក លោកស្រីទាំងអស់ ដែលបាន
 បំពេញភារកិច្ចដ៏សំខាន់ ក្នុងការជួយឧបត្ថម្ភដល់គ្រូបង្ហាត់របស់យើង ។
 អស់លោកអ្នកបកប្រែ បានខិតខំបំពេញភារកិច្ចរបស់ខ្លួនម្នាក់ៗ យ៉ាង
 ខ្សាំងខ្សួចជាទីបំផុត និងចំណាយពេលជាច្រើនម៉ោង ក្នុងការរៀបចំចង
 ក្រងអត្ថបទមេរៀនជាភាសាខ្មែរ ហើយបានស្តែងចេញនូវលទ្ធផលយ៉ាង
 ធំធេងគួរជាទីគាប់ចិត្ត ក្នុងអង្គសន្និបាត ដោយផ្តល់នូវការបកប្រែជូនគ្រូ
 បង្ហាត់ទៅក្រុមនិងព្រះរាជអាជ្ញា ។ អ្នកបើកបរបានចំណាយពេលជា
 ច្រើន ក្នុងការដឹកជញ្ជូនគ្រូបង្ហាត់និងអត្ថបទមេរៀនទៅនិងមកពីក្រសួង
 យុត្តិធម៌ ព្រមទាំងជួយក្នុងការថតចម្លងអត្ថបទនិងឯកសារផ្សេងៗ ។
 អ្នកយាមបានជួយឧបត្ថម្ភក្នុងការកិច្ចដ៏សំខាន់ ដូចជាការថតចម្លង
 អត្ថបទមេរៀន ចងក្រងសៀវភៅឯកសារ និងរៀបចំចាត់ចែងកន្លែង
 ចតរថយន្ត ក្នុងពេលទទួលពិសារភោជន៍នីយ៍អាហារ ។

ភារកិច្ចរបស់អស់លោក លោកស្រី ក្នុងថ្ងៃរៀបចំសន្និបាត
 ពិតជាមានសារៈសំខាន់ចំពោះជ័យជំនះរបស់ខ្លួន ។ ភារកិច្ចរបស់
 អស់លោក លោកស្រីពិតជាមានទំនាក់ទំនងផ្ទាល់ចំពោះការរីកចំរើន
 នៃប្រព័ន្ធតុលាការកម្ពុជា និងមានសារៈប្រយោជន៍ចំពោះប្រជាពលរដ្ឋ
 កម្ពុជាគ្រប់រូប។ អស់លោក សក្តិសមនឹងទទួលបានកិត្យានុភាព
 និងមោទនៈភាពចំពោះ ការចូលរួមចំណែក ដើម្បីសំរេចនូវជោគជ័យ
 ក្នុងអង្គសន្និបាតនេះណាស់ ។

សូមថ្លែងអំណរគុណយ៉ាងជ្រាលជ្រៅចំពោះអស់លោក លោកស្រី
 ក្នុងកិច្ចខិតខំប្រឹងប្រែងលើភារកិច្ចរបស់អស់លោក លោកស្រីនាពេល
 ថ្ងៃនេះ ។

ថ្ងៃទី០២ ខែមករាឆ្នាំ១៩៩៦
 នាយកបណ្តុះបណ្តាលតុលាការកម្ពុជា



SOKOL LAW OFFICES

AIX-EN-PROVENCE
FRANCE

RONALD P. SOKOL

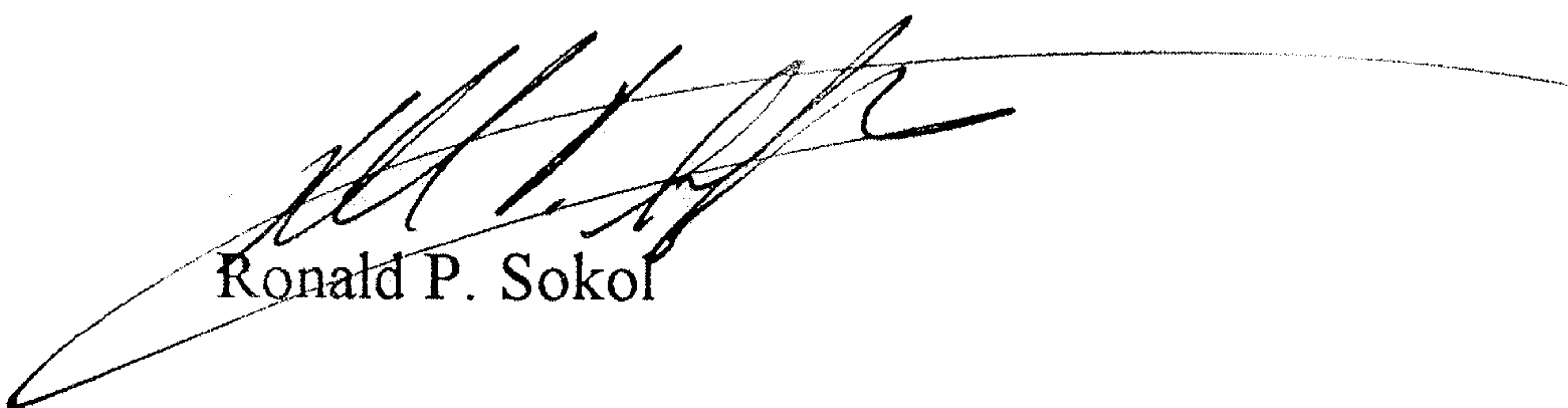
ATTORNEY-AT-LAW
AVOCAT A LA COUR

Wednesday, 03 April, 1996

TO WHOM IT MAY CONCERN:

From February 9th to March 4th 1996 Mr. Sovana Mann acted as my interpreter from English to Khmer and Khmer to English while I was a visiting law lecturer in Cambodia for the International Human Rights Law Group. The Law Group is a USAID-funded organization based in Washington D.C. with projects in Cambodia.

This letter is to state that I found Mr. Sovana Mann a serious and conscientious translator with a good working knowledge of English. He was most helpful in every way, and I have no hesitation in giving him a high recommendation.



Ronald P. Sokol

Cambodian Court Training Project
House # 7 St. 242,
Sangkat Chachto Mouk,
Khan Daun Penh, Phnom Penh,
Cambodia.
Tel: 428848, 362665
July 3, 1996

The Singapore Embassy
92 Norodom Boulevard,

Dear Ambassador,

I would like to apply for the position of interpreter/translator in your
Singapore Embassy.

My work experience includes six months as interpreter/translator with
UNAMIC (United Nations Advanced Mission in Cambodia), one and one-half years
as interpreter/translator with UNTAC (United Nations Transitional Authority in
Cambodia), Six months as interpreter/translator with UNMLT (United Nations
Military Liaison Team) in Cambodia, nine months as interpreter/translator in US
Embassy with US Engineering Team and US Demining Team.

Currently, I have been working as an assistant to the project director and as
senior legal interpreter/translator with CCTP (Cambodia Court Training Project) for
one and one-half years now.

I believe that the skills I have acquired in these jobs qualify me for your
position. You can contact me through my address and telephone N^o above. Thank you
for your time and attention.

very truly yours,

Mr. Mann Sovanna

ACE

Australian Centre for Education

Phnom Penh Battambang Sihanoukville Siem Reap

ACE Phnom Penh

4 - 6 Street 75
Sangkat SrasChak
Khan Daun Penh
Phnom Penh
(P.O.Box. 860)
Tel: 018-810443/474
Fax: 855-23-26608

STATEMENT OF ATTAINMENT

ACE Battambang

Victory Hotel
Compound
Street Number One
Battambang
Tel: 015-911806

This is to certify that MANN SOVANNA has successfully completed the English Writing Skills course at ACE. This course is a post Intermediate level course.

ACE Sihanoukville

Group 15, Sangkat 4
Khan Mittapheap
Sihanoukville
Tel: 015-914134

ACE Siem Reap

Tel : 015-917516



Director ACE

28 June 1996



Education
Australia



កម្មវិធីបណ្តុះបណ្តាលតុលាការកម្ពុជា
CAMBODIAN COURT TRAINING PROJECT
International Human Rights Laws Group

OFFICE IN CAMBODIA:

No. 11, Street 360
Phnom Penh, Cambodia
Tel/Fax: (855-23) 428848
Back-up : (855-23) 363665

TO WHOM IT MAY CONCERN

Eugene J. Murret
Director

MANN SOVANNA

MAILING ADDRESS:

P. O. BOX 1125
Phnom Penh, Cambodia

OFFICE IN U. S.:

1601 Connecticut Ave. NW
Suite 700
Washington, DC 20009
Tel: (202) 232-8500
Fax: (202) 232-6731

I am currently employed as a Senior Legal Advisor for the Cambodian Court Training Project (CCTP) on 12 months leave of absence from my permanent position as Senior Crown Prosecutor in the state of New South Wales, Australia. Through my association with CCTP I have worked with and come to know personally Mr Mann Sovanna, one of the most outstanding interpreters assisting our project.

Mr Mann Sovanna has been employed by the Cambodian Court Training Project as a senior Legal Interpreter/Translator and Staff Assistant since the project started operating at the beginning of 1995. His job is a demanding one, involving a wide variety of skills and tasks. As well as interpreting for a number of legal trainers, he also regularly translates a wide variety of material - legal documents, monthly and annual activities reports, baseline assessment and proposed project workplans, Ministry of Justice circulars and CCTP training materials.

His grasp of written and spoken english is excellent. His work is always highly accurate and his knowledge of legal terminology is very impressive. He has shown himself to be a hard working and reliable employee with great initiative, and is well liked amongst all the CCTP staff. Mr Mann Sovanna is a great asset to the project and can always be relied on to perform in an exemplary manner.

His job has also involved liaising with other agencies, including local and international NGOs, the Ministry of Justice plus provincial and municipal courts. He has always conducted himself in a highly professional and confident way, and his fluent translation has been invaluable to the work we are doing at CCTP.

I am more than happy to recommend Mr Mann Sovanna to anyone looking for a highly capable, helpful and enthusiastic employee. He is a great find.

Yours Sincerely,

IAN LLOYD, Q.C.
Senior Legal Advisor

December 29, 1995.



កម្មវិធីបណ្តុះបណ្តាលតុលាការកម្ពុជា CAMBODIAN COURT TRAINING PROJECT

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June 30, 1996

TO WHOM IT MAY CONCERN:

Mr. Mann Sovanna has been employed as an interpreter/translator for the Cambodian Court Training Project from its beginning in April 1995 to the present. My employment as Director of the Project ends today. Mr. Mann is recognized by all the professional ex-patriot English-speaking members of the Project team as the most proficient of our staff of interpreters/translators. He serves as my personal translator for written documents, laws and letters, and as my personal interpreter at meetings with the Minister of Justice of Cambodia and his advisors. He serves from time to time as interpreter at our Project training sessions in the provincial courts of Cambodia. He is considered by the other staff interpreters/translators to be their mentor, guide and supervisor. He is well liked by all the ex-patriot and Cambodian staff; is courteous and polite; expresses his opinions in appropriate ways; works well with and socializes well with everyone associated with the Project; has diligent work habits.

I highly recommend Mr. Mann Sovanna as an interpreter/ translator in the Khmer and English languages. He will be a strong asset for your organization.

Sincerely,

Eugene J. Murrel



UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
NEW YORK, NEW YORK 10007

CHAMBERS OF
LEONARD B. SAND

UNOFFICIAL

November 8, 1995

TO WHOM IT MAY CONCERN:

Mann Sovanna served as my interpreter during my three week stay in Cambodia in October, 1995. I write this letter with enthusiasm to commend his services to any interested party.

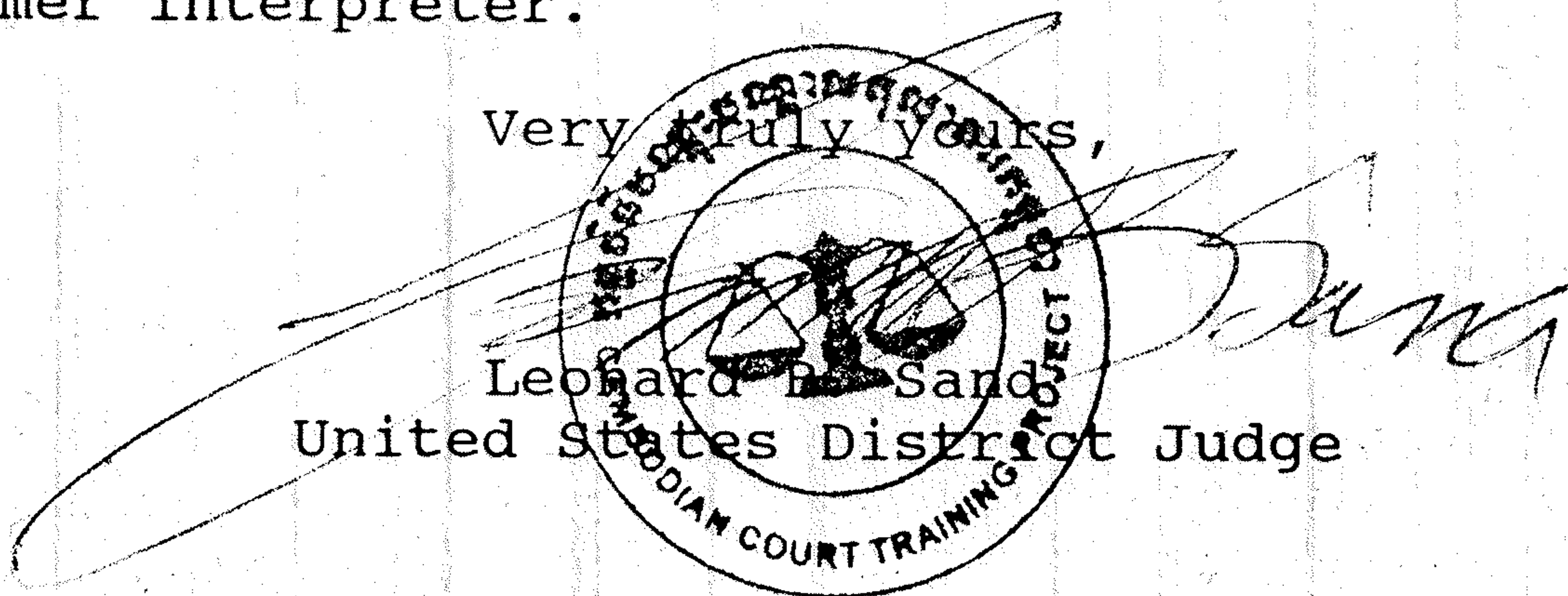
During my stay in Cambodia, I visited and spoke to the judges and court personnel in six different provinces on behalf of the International Human Rights Law Group Cambodia Court Project. Mann Sovanna proved to be a skilled and helpful interpreter. He acquired great familiarity with the contents of my remarks, the legal terminology I utilized and my accent and speech patterns. I was able to speak without long pauses or interruptions and the Khmer translation followed smoothly thereafter.

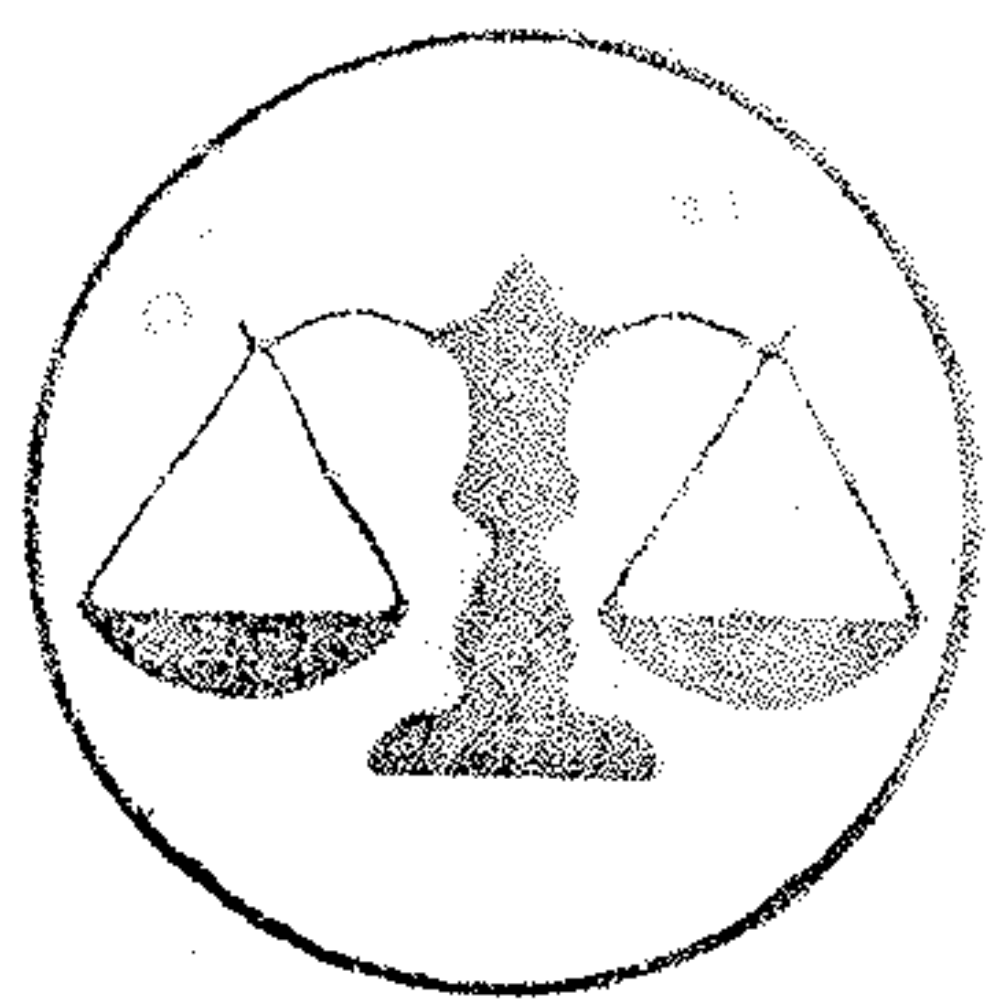
Apart from his considerable language skills, Sovanna was pleasant to work and travel with, was always punctual and helpful. I came to rely heavily on his good judgment and knowledge of Cambodia.

I recommend him without hesitation to anyone who has need for an English/Khmer interpreter.

Very respectfully yours,

Leonard B. Sand
United States District Judge





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Eugene J. Murret
Director

MANN Sovanna
Cambodian Court Training Project
11, 360 Street
PHNOM PENH

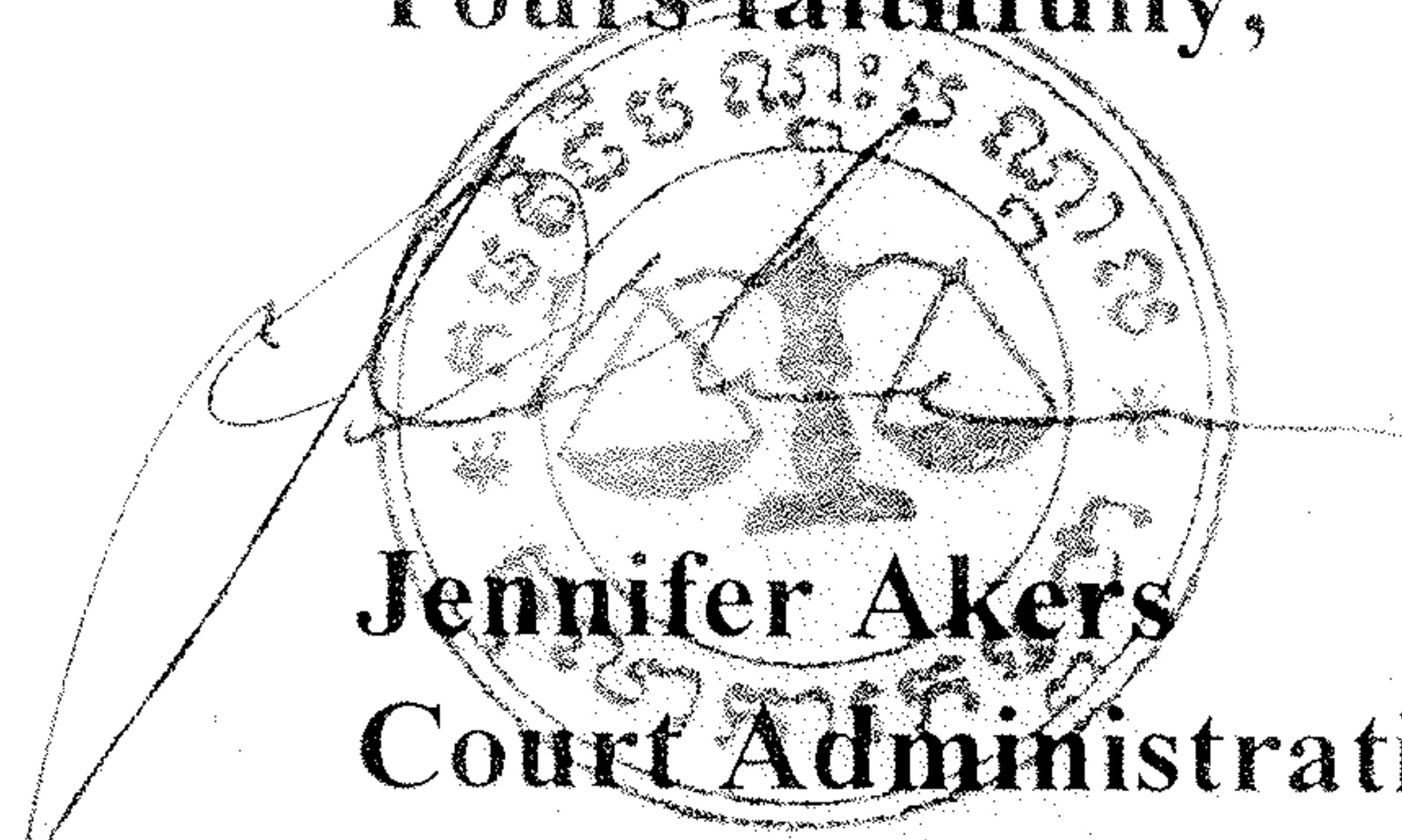
29th December, 1995

Dear Sovanna,

Your efforts and professionalism displayed during the preparation and conduct of the Ministry of Justice and Cambodian Court Training Project Annual Conference are sincerely appreciated. We are fortunate to have a translator/interpreter of your caliber and work with us.

Thankyou in particular for the assistance you provided in preparation of the Court Administration session of the Conference Programme.

Yours faithfully,


Jennifer Akers
Court Administration Advisor

cc: Gene Murret
CCTP Director.

**INTERNATIONAL HUMAN RIGHTS LAW GROUP
CAMBODIAN COURT TRAINING PROJECT
CERTIFICATE OF APPRECIATION**

AWARDED TO

**MANN SOVANNA
INTERPRETER/TRANSLATOR**

**FOR EXEMPLARY PERFORMANCE AND OUTSTANDING DILIGENCE IN SO ABLY
AND CHEERFULLY CARRYING OUT THE MULTIPLE ROLES ASSIGNED TO HIM DURING THIS
DEMANDING START-UP PHASE OF THE CCTP**

CAMBODIAN COURT TRAINING PROJECT

DATE 11 May 1995



Lawrence W. Pierce
**JUDGE LAWRENCE W. PIERCE
DIRECTOR**