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TO WHOM IT MAY CONCERN

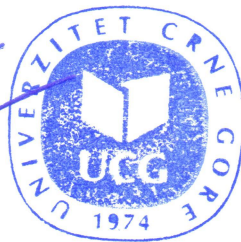
**Renewed endorsement and commitment letter
on the part of the University of Montenegro**

We, the University of Montenegro, having endorsed the 40 principles of the *European Charter for Researchers & the Code for Conduct for the Recruitment of Researchers*, notify you about our commitment to continue the process of implementing a Human Resources Strategy for Researchers (HRS4R) in our institution.

The University of Montenegro started the process in 2012, and after several years of complex internal reforms of study programmes at all study levels, we feel ready to work on the realisation of activities in order to endorse and develop the 40 principles of the Charter and Code.

Sincerely,

RECTOR



Prof.dr Danilo Nikolić