

To whom it may concern

**RE: Character reference for Richard Byrom**

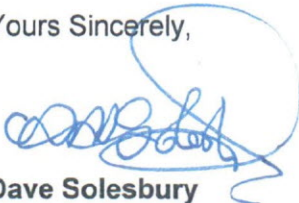
It is with great pleasure that I recommend Richard Byrom. Richard worked with me at EarthTech when we were undertaking an Oracle E-Business Suite Financials, Project and HR Implementation. He joined the project as a Lead Oracle Financials and Procurement Consultant and worked with us from May 2008 through to December 2008. His responsibilities encompassed: -

- Documentation and knowledge transfer of month end procedures and processes
- Implementation of enhancements to Purchasing and associated workflow and procedures
- Enhancements to Internet Expenses functionality
- Implementation of the Fixed Assets Module
- Monthly reconciliations of financials Sub Ledgers and Projects module to General Ledger
- Providing management with recommendations and guidance on enhancements to existing functionality and implementation of new functionality
- Scoping and Developing Reports in Oracle Discoverer
- Post Implementation Support

Richard worked with a multi disciplinary team of consultants and integrated well with both them and the Project implementation team. He was able to deliver high quality deliverables and effectively solved a number of problems being encountered in the Finance and Purchasing Departments.

I believe Richard would be an asset to any organisation, and I am happy to give him my wholehearted endorsement.

Yours Sincerely,



**Dave Solesbury**  
European IT Director