

To whom it may concern

RE: Character reference for Richard Byrom

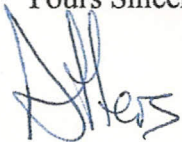
I have no hesitation in recommending Richard Byrom for any role involving the implementation, upgrade or support of Oracle within a Finance department. Richard joined us immediately after the go live of Oracle E Business Suite Financials, Project and HR modules where the implementation had been particularly traumatic with a number of significant configuration errors not being spotted until post go-live. The arrival of Richard marked the turnaround of what was a failing implementation of the Financial modules and was the first step to what was to become a successful implementation

Richard fitted into a project team that had already formed, but injected more professionalism, reliability and creativity into the process than had been experienced previously. As well as being strong technically, he worked well with the mixed ability user group to fully understand our specific problems so as to create and implement tailored solutions that would work for our business. He then also thoughtfully and patiently worked to train the users to take on and follow the new processes going forward.

I believe Richard has the solid qualities of being hardworking, professional and technically strong allowing him to be creative and correct but, importantly, he has the interpersonal skills necessary to learn quickly from other people, combine that knowledge with his experience to generate options and then be able to impart these new solutions, ways of working etc back to a wide range of ability groups in a way that they can understand and follow.

With this combination of skills, he is a rare breed and would be an asset to any organization.

Yours Sincerely,



David Withers
Finance Director