

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 Earth Tech when we were undertaking an Oracle E-Business Suite Financials, Project, Purchasing, OTL, iExpenses and HR Implementation. He joined the project as a Lead Oracle Financials and Purchasing Consultant and worked with us from May 2008 through to mid April 2009. 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
- Development of an Intranet Issue Management logging system
- Development of an online Work Instruction and Training Material Repository

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.

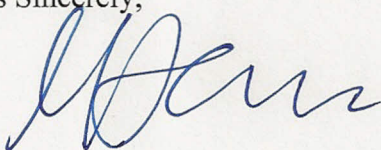
I have been completely impressed with Richard's professionalism, knowledge and overall sterling attitude whilst working for Earth Tech. He was an undoubted contributing factor to the success and performance of the project.

Richard has an insatiable desire to resolve problems, improve ways of working and increase his personal knowledge base. His attention to detail and forensic approach to complex analysis and reconciliations has proved invaluable.

I believe Richard would be an asset to any organisation, and I personally would work with Richard anytime.

I am happy to give him my wholehearted endorsement.

Yours Sincerely,



Martin Crowe  
**Project Manager - Oracle  
Earth Tech**