

December 5th 2015

To whom it may concern

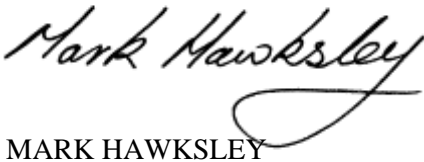
In my role as Vice President – Professional Services, Mr Gary Palmer reported to me during a six month engagement as a Delivery Executive on a strategic and challenging project for our organization.

The position required direction and leadership at an executive level and Gary demonstrated his depth of skills and experience in navigating through numerous political and technical challenges that came our way during his assignment.

During the time I worked with Gary I was impressed by his ability to get the job done. Gary takes a pragmatic approach to issue identification and resolution, encouraging those around him to do the same and not only communicating the challenges faced at the right level within the organization, but also offering options on how to address them.

Gary helped us through a challenging period and to get things back on track. I would certainly recommend him for a similar position again.

Sincerely



MARK HAWKSLEY