

**Reference Letter for Mr. Gary Palmer****To Whom It May Concern:**

I met Gary Palmer first in April 2005 in a SAP ERP project for Alcan Engineered Products, a Business Group of Alcan Inc. with highly diversified industrial activities organized in nine different business units, some 120 sites in 32 countries, 15'000 employees and 6 billion US\$ revenues.

My role then was that of a Business Program Director and Sponsor Representative, a colleague from IT had an IT Program Director responsibility. The blueprint project, which followed a collaborative value assessment, was about designing harmonized processes and a common template for the whole organization which had been put together in two subsequent acquisitions between 2000 and 2003.

Gary Palmer was added to this project a few weeks after the start in order to support project management led by SAP. He brought to the team a rich inventory of experiences, a broad scope of qualifications in project management, change management and SAP integration know how as well and a full set of tools. His contributions were very helpful and decisive to bring the project back on track.

I was very impressed how quickly Gary was able to jump into the running project and to fully contribute his best knowledge to the team of some 20 highly specialized consultants, who had some six weeks of lead over him. He was catching up within few days and starting to lead the team. One of his amazing strengths which I will always remember is the combination of dedication to important details but without losing the big picture out of sight. He has established a network of excellent specialists within SAP or customer operations which he can rapidly mobilize in special situations. Another strength of him is a combination of healthy optimism, which is extremely supportive for the team, and vigilant and impartial control of the progress made.

I am convinced that Gary will represent a great asset in any comparable project and encourage any reader of this reference to contact me directly for additional information or with any questions.

Sincerely,

lean solution

Urs Peter Fischer
Principal and Owner



Urs Peter Fischer
Founder and Principal
Master of Science in Economics, University of
Berne

- Comprehensive theoretical and practical knowledge in finance, controlling & logistics based on Public Economics and Business Administration Master followed by 20 years experience in various finance and management positions at Alcan / Alusuisse Group
- 2 Years Head of Financial Long-Term Planning Alusuisse-Lonza Group
- 5 respectively 3 years CFO in two large, multi-business Alusuisse/Alcan plants in Sierre (CH) and Singen (D)
- 4 years Business Group Finance Director Engineered Products
- 1 year CFO of Alusuisse-Lonza Group reporting to Sergio Marchionne
- 3 years President Alcan Automotive and Transportation Business
- Certified Solution Consultant for mySAP ERP “Fundamentals & Integration” and “Financials- Financial Accounting”



Urs Fischer

In der Hauswiese 3 ■ 8125 Zollikerberg ■ Fax +41 44 392 19 08
Mobil +41 79 310 45 11 ■ urspeterfischer@hispeed.ch ■ www.leansolution.com