



envisica

July 7, 2008

To whom it may concern;

Re: Mr. Gary Palmer

Dear Sir or Madam;

I had the pleasure of working with Mr. Gary Palmer while we were both employed at SAP Canada, Inc. during the period 1997-2004. I was involved in Gary's hiring into SAP and his career path involved business units I led as well as other units within the company. I left the employ of SAP while Gary continued on.

Gary had a dramatic and positive impact on our operations as he was able to move into projects that were seriously at risk and bring them to positive conclusions. These projects were large and complex including both technical and people challenges.

Gary overcame these challenges by using his strong leadership and communication skills, his focus on the customer's goal, and perseverance.

If I had a similar situation in my present role, I would not hesitate to employ Gary. He is consistently dependable to get the job done.

Sincerely,
Wayne Regehr

Envisica Inc.
President