



To Whom It May Concern

15th March 2009

Ultra Electronics

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Dear Sirs,

Re: Vee Solutions Ltd.

At a time of major organizational change under the leadership of a new Managing Director, Ultra Electronics PMES required the services of an Interim Engineering Director to integrate the newly merged engineering function formed from four previously disparate engineering groups.

Dr. Vincent Considine of Vee Solutions Ltd was asked to support the Senior Management Team. The brief was to assume the leadership of the new Engineering function and to bring together the different Engineering groups into a single, coherent, Engineering function.

Vincent joined the PMES on the day that the organization change was announced. He took responsibility for a newly combined community of some 60 disparate engineers and established himself as leader of a group of Engineering Managers who had not previously worked together. He led the generation of a roadmap for the engineering function that was used to prioritize and to steer the development of the Engineering function.

Vincent quickly built bridges within the Engineering Management team that enabled communication routes where none had previously existed and facilitated the development of a strong esprit de corps among the team.

Vincent's experience and technical leadership saw him involved in initiatives such as:

- Defining and instituting a company wide resource demand forecasting system;
- Redefining and re-launching a Design Review mechanism;
- Leading a review of safe electrical working policy and procedure and the associated risk assessment process;
- Driving the definition of an engineering career structure together with the necessary competency framework;
- Instituting the re-definition of a graduate training scheme;
- Defining a business case investment analysis scheme for company funded (PV) R&D projects.

I joined PMES in May 2008 some months into Vincent's time with PMES and I found Vincent to be supportive and a helpful colleague. Vincent and I enjoyed a shared mindset that enabled us to present a common, clear direction for the Operations and Engineering functions where conflict and mistrust had existed previously. I found Vincent to be a very good colleague to work with and I valued his open and honest opinions at a time when I was establishing myself within the PMES organization.

I had no hesitation in providing Vincent with a testimonial. If circumstances arose I would engage Vincent for interim or specific short-term projects and I would recommend him to any organisation to which he chose to offer his services. I look forward to working with him again in the future.

Yours faithfully,

A handwritten signature in black ink that reads "N. Thompson". The signature is written in a cursive, slightly slanted style.

Norman Thompson
Operations Director