

*- I have had the good fortune to work closely with Ed for many years. We have collaborated in several capacities, but primarily focused on Capital and Strategic planning and the management of the R&D Capital budget. Ed has an excellent command of business process and operations as well as a strong technical background. The leadership that he provided to the Research Capital Review Committee (CRC - oversight/approval of all capital greater than \$1MM) was pivotal to the success of the organization. He is always well organized and prepared for business discussions. His approach to issue resolution was always open-minded, well balanced and fair. Ed has excellent interpersonal skills, was well respected by his peers and senior management and worked very effectively in cross cultural environments. One of Ed's strongest attributes is his ability to think and plan strategically with a focus on driving business success. I strongly support and endorse Ed for any position that requires superior leadership, strategic business planning, organizational management, and an individual that can manage complex teams to achieve challenging business objectives.*