

Creo Inc.  
3700 Gilmore Way  
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T. +1.604.451.2700  
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www.creo.com

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Dear Sir/Madame:

I would like to confirm that Ernest Daddey worked under my direct supervision as a Project Manager for Creo from December 2003 through to February 2004. This would represent 2400 hours of Project Management work.

The key milestones achieved while Ernest was the Project Manager of the SP Project:

- Stabilized the metal salt dispersion process
- Qualified manufacturing procedures for Pre-mixes
- Full Characterization of fixed coating formulation.
- Identified the coating application method that would allow defect free coated plates
- Was able to manage a Project budget reduction from \$900K USD to \$400K USD
- 60-70% reduction coating material cost

If you should have any questions regarding Ernest's work while he was a member of my team, please do not hesitate to call me at 604-419-4753.

Sincerely,



John Kalbfleisch

Director of Operations – Thermal Consumables

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To Whom It May Concern:

I would like to confirm that Ernest Daddey worked under my direct supervision as a Project Manager for Creo from December 2003 through to February 2004.

Ernest was a pleasant person who worked hard to establish strong interpersonal relationships with his team. Ernest managed a team of 3 chemists/technologists while he was a Project Manager under my supervision. Ernest is a dedicated individual who works hard to meet the goals and commitments that he agrees to. While at Creo, Ernest gained a great deal of experience in managing a complex technical project.

I wish Ernest all the best in his future endeavors.

Sincerely,

A handwritten signature in black ink, appearing to read "John Kalbfleisch". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

John Kalbfleisch

Director of Operations – Thermal Consumables

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