

Xaar Jet AB  
Dr. Werner Zapka  
Manager Advanced Manufacturing Technology Department  
Box 516  
SE-175 26 Jarfalla, Sweden

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To whom it may concern

Since 1999 I have cooperated with Ernest Daddey in several research and development projects relating to improvements in the design or manufacture of piezo-inkjet digital printheads. His ideas in chemical engineering and materials technology have lead to improvements and new products processes that were incorporated into shipped products.

From this joint work I know Mr. Daddey as a very creative person, with the ability to drive his work, and enthusiasm to stimulate the interest of others.

I see the special strengths of Mr. Daddey in Product Development, Device fabrication, Surface Engineering, Technology scouting and information gathering functions in R&D departments to move lab projects into pilot scale and manufacturing trials.

Werner Zapka

**To Whom It May Concern**

I have worked with Ernest Daddey since 1997 in various roles in Manufacturing, R&D. Product Development and Improvement in the digital Ink-jet technology.

**Strengths**

Technical knowledge - particularly in materials. Recognizes the potential of new technologies. Ability to find useful information or track down potential suppliers.

Ability to negotiate and persuade suppliers to work with Xaar.

Able to define relevant experiments and tests. Presentation skills and report preparation.

Good potential "research" engineer.

Excellent Track record in introducing new technology or processes into production.

Possibility of leadership role in Research and Product Development.

Significant skills and experience in diverse materials companies where functional sub-micron thin film coatings and surface manipulation are carried to improve adhesion.

John Corral

Operation Manager

Xaar Plc

Cambridge, UK

To Whom It May Concern

16<sup>th</sup> November 2001

Mr Ernest Daddey

Xaar as Senior Materials Scientist has employed Ernest Daddey since November 1996-December 2001. In this capacity he has been instrumental in the development of a number of materials and processes used in the manufacture of Xaar's current and development Digital Inkjet print heads.

Ernest's strengths lie in his ability to source materials and then to implement them in Technology Development programmes. His innovative approach has resulted in a number of materials from different industries being brought into the Xaar product portfolio.

Ernest is enthusiastic and hard working and brings experience from a wide range of industries to bear on any task he tackles.

John Tatum  
Ink Development Manager ( Xaar Ltd UK)