



PICA II Project
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Dear Sir or Madam:

My name is David Addison. I am a lead engineer with Symbol Technologies, Inc. I had the fortunate opportunity to work with Ernest Daddey of E.O.K. Consulting Inc. from March 2005 through November 2005. Early in 2005 Symbol Technologies began development of a second generation Parallel Integrated Circuit Assembly (PICA) system, a state of the art RFID inlay assembly system. Our experiences with the first generation had made it clear that innovative materials development and specification would be critical to the success of the project. After consideration of numerous material technologies firms we were convinced that E.O.K Consulting had the experience and knowledge necessary to successfully lead that effort.

Our immediate need at the time was for a suitable adhesive and process around which we would build an entirely new assembly system. Because of the lack of materials expertise on our team before he joined, the scope of Ernest's responsibility were broad and not well defined. Considering all of the materials and process variables, and all of the adhesive types and cure mechanisms, it soon became apparent that the number of permutations to be considered would be staggering. As testament to his professionalism and abilities, Ernest was undaunted.

He immediately brought leadership and definition to the job. Ernest diligently researched options available, formulated a comprehensive plan and meticulously executed that plan. He consistently made well informed decisions allowing him to continually narrow his focus and adhere to an aggressive schedule. All the while, Ernest was certain to communicate progress, educate us, and carefully align his efforts with those of the equipment Design Engineers.

It is also important to note that much of this work had to be accomplished at the site of a third party partner and in consort with several materials suppliers; Ernest facilitated this interplay with ease and professionalism.

Ernest Daddey, E.O.K. Consulting, contributed his vision, experience and intelligence to the PICA development group and to Symbol Technologies. His contributions have helped to ensure that the PICA system will be of the highest quality and reliability.

I would not hesitate to work with Ernest Daddey again and encourage you to consider his services.

Sincerely,

David G. Addison
Lead Engineer