

Janssen Pharmaceutica South Africa
Building 6 Country Club Estate
21 Woodlands Drive
Woodmead

► **«Reference - Geoff Ten Oever**

To whom it may concern

Geoff ten Oever was/is the IT Project Manager on the South African Local Payroll implementation for the three Johnson & Johnson South African Companies (J&J Medical, J&J Consumer and Janssen Pharmaceutica), for the period March 2011 to present, contract extended to Q1 2012 for post go-live support, also implementation of tasks outstanding, and handover/transition activities.

The Project involved the implementation of CRS, a Payroll System developed by a South African Company based in Cape Town. The current HR System being used by Johnson & Johnson, is a SAP based System hosted by NorthgateArinso, a Third Party Service Provider in the United States of America.

Despite the implementation of the Local Payroll System, the source of all HR Master Data remained the SAP HR System. The CRS Payroll System would therefore rely on SAP for all Master Data. The SAP Master Data had to be interfaced and uploaded into CRS with minimum User interaction.

Geoff was instrumental in setting up the Three Tier Landscape (Development, Quality Assurance and Production environments) on which CRS is running. This included the setting up of the Databases, Security, Encryption and the Movement of Interface Files between all the Systems involved.

When Geoff joined the Project, he had never had any dealings with Johnson & Johnson and had to familiarise himself with all the Processes and Procedures that needed to be adhered to for the Project. Geoff did an excellent job of this in a very short time.

From the start of this Project, the Team faced a number of huge challenges that had to be solved in order to have a successful implementation. Once again, Geoff played a Major Role in liaising with numerous Role Players in a number of Countries, in order to resolve and overcome these challenges.

Despite Geoff being the IT Project Manager, he was very hands-on and took the lead as

▶

Technical Expert in setting up the CRS Data Bases, Security Setup and numerous other Technical Areas.

It is rare to find a Project Manager getting involved in a hands-on Technical Role, but Geoff's Technical Expertise proved to be invaluable. He spent a lot of time after hours to resolve issues in order for the Project to be able to Go-Live successfully.

Geoff's documentation skills also ensured that the Project was documented according to the strict Johnson & Johnson requirements.

In closing, I would like to thank Geoff for a Job very well done. I can highly recommend Geoff for any Project, not only for his Management and Inter Personal Skills, but also for his vast Technical IT Knowledge and Diligence.

Yours sincerely

Marlene Chennells

I.T. Manager Janssen Pharaceutica

Phone 011 518 7060

Fax 086 673 9956

Mobile +27 82 80 80 555

mchennells@its.jnj.com