

Sinead Collins
January 5, 2012

To whom it may concern,

It is with great pleasure that I recommend Geoff Ten Oever, from Tactics.

I worked with Geoff for the past 10 months on a Country wide Payroll Project for South Africa. I was the overall Project Manager with Geoff as the IT Project lead in Country.

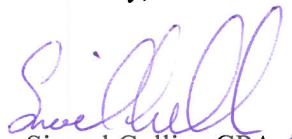
The project was a complex one with Global direction for scope but local responsibility for implementation. Hence there were many diverse stakeholders across the organization. Geoff managed this complexity very well and grasped the organizations way of working very quickly. Geoff is technically very strong and delivered many practical solutions to the project from an IT perspective.

Throughout the project Geoff has always displayed a high degree of integrity, responsibility and ambition. Geoff works best when is given a leadership role and brought great energy and enthusiasm to the team.

Through the project Geoff displayed excellent communications skills. He works well both within the team, creating a collaborative relationship with his team members and building trust with Senior Leadership in J&J.

Geoff would be an asset to any organization, and I am happy to give him my wholehearted endorsement.

Sincerely,



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