

Michel Flichy  
Johnson & Johnson,  
1 rue camille Desmoulins, 92130 Issy, France

Paris, 14<sup>th</sup> of December 2011

Geoff ten Oever was contracted by Johnson & Johnson Consumer South Africa as IT project manager from April 2011 until today. He was member of a project team that was responsible for the overall successful implementation of the South Africa payroll project for the 3 Johnson & Johnson legal entities in the country. He had specific responsibility for the successful planning, coordination and execution of all IT related activities, in compliance with global and regional J&J guidelines, reporting to me.

Geoff provided provides guidance and leadership in all IT related areas of the project:

- Architecture solution definition and execution and associated tests,
- Future operating model,
- Interface design and testing,
- Data conversion design and execution,
- Conversion and interface input to UAT and parallel payroll.
- Cutover planning
- Post go live follow up.

Payroll system went live successfully in November 2011.

Geoff is an intelligent and motivated individual. He showed excellent communication skills, a good result orientation, and self driven personality. He has a real team player and positive attitude, with influencing skills. He was able to perform in a very complex environment, with various teams and stakeholders within the country, the region and at corporate level, with technical team, compliance, sponsor and business partners.

If you would like additional information about Geoff, you can phone me at +33 1 55 00 31 78.

Sincerely,

Michel Flichy  
EMEA IT Operations Manager, Johnson & Johnson