



To Whom It May Concern

**CONSULTEK Ltd**

Steve worked for me directly at one of my Group businesses - Marley Waterproofing PLC, during 2008.

Steve's role was to assess current operational leadership, controls and processes and make improvement recommendations.

Steve's investigation and recommendations led to removal of senior personnel and recruitment of a new team to lead operations. The process of change was managed successfully with no risk to the company.

Yours sincerely

Chris Droogan

Former Group MD of IKO