



Howmedica International

TO WHOM IT MAY CONCERN

JOAN BAIGET

I have had the privilege of working with Joan for the last seven years. During that time I have come to respect him as a person, a member of the International team and above all his application of I.T. knowledge to the benefit of both manufacturing and distribution functions. He has the ability of transferring that knowledge to users and is able to lead teams by his practical hands-on approach and technical understanding. He is a very committed and trustworthy person and will be an asset to any future employer.

I wish him every success for the future.

A handwritten signature in cursive script that reads "John Bannister".

J M D BANNISTER
DIRECTOR BUSINESS SYSTEMS DEVELOPMENT
HOWMEDICA INTERNATIONAL
PFIZER

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