



10th September 2009

To whom it may concern,

Reference in respect of Eoin Costello

Eoin Costello worked as a consultant in our accountancy practice for a period of 5 months. He spent a good deal of this time "hands on" working in our offices.

During his time here he:

1. Instituted a number of new management procedures including a daily Morning Meeting and a Weekly Team Planning meeting.
2. Instituted a number of new management reports including a daily series of KPI's that are reviewed by the team each morning at the Morning Meeting.
3. Instituted a number of procedures specific to our business and KPI's based on these procedures.
4. Was involved in the negotiations whereby an external investment was made in our business.

He had very useful insights and worked extremely conscientiously and diligently at all times. I would have no hesitation in recommending his services for businesses needing mentoring help.

Yours Sincerely,

Patrick Lane & Co

