



1 October 2001

To Whom It May Concern:

ANDREW MARTIN

Our business involves the importation, packing and distribution of pharmaceuticals. We are a subsidiary of Apotex Inc, Canada's largest privately owned pharmaceutical manufacturer. Our pharmaceutical sciences laboratory conducts development projects, stability studies and analysis in compliance with FDA, OECD and ISO 9001-2000 standards. The I/T systems necessary to support this activity are complex and secure.

Thanks to a lot of long hours, patient determination and perseverance on Andrew's part, Apotex NZ Ltd successfully negotiated the operational transition from a legacy I/T system through to the implementation of new business software and new system architecture.

Implementing the new SCALA business system was an interesting challenge for Andrew. Keeping the old system going in the interim while contemporaneously establishing the I/T framework to meet our targeted compliance levels for the laboratory was a convoluted task of epic proportions which required extensive intellectual capability. With Andrew's capable help, Apotex NZ pioneered these initiatives: at the time, no other company in New Zealand had achieved these standards.

Andrew managed these and various other overlapping I/T projects for us, virtually single-handed. Along with his quietly attentive and empathetic manner, Andrew has a good deal of Kiwi ingenuity, which serves well to solve complicated issues in practical and efficient ways. He is a willing and focussed specialist who can be relied upon to grasp and resolve complex issues, while working diligently in an unsupervised environment.

The role also necessitated that Andrew liaise with various other parties: staff, management, and consultants. Andrew's pleasant personality, good listening skills and constructive suggestions made him a valued member of our team, even though he was officially an independent consultant.

When the job became too big for any one person to handle Andrew resigned from Apotex NZ Ltd; this facilitated our employment of a larger service organisation, and now we routinely have three I/T specialists performing our I/T systems support.

I can confidently recommend Andrew to any employer seeking a capable and trustworthy I/T specialist, whether in a sole-charge position or as a member of a larger team. Andrew Martin is good value. Perhaps the best indication an employer can give is this confirmation: I would hire him again.

Please direct any enquiries to the writer at the phone or fax numbers shown below or by e-mail to crobertson@apotexnz.co.nz.

A handwritten signature in blue ink, appearing to read 'Colin Robertson', is written over a light blue horizontal line.

Colin Robertson
CEO

\\OFFICESERVER\CONFIDENTIAL\Letters & Memos\Reference Andrew Martin 1.10.01.doc

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