

# BAKER & MCKENZIE

ATTORNEYS AT LAW

## EUROPE MIDDLE EAST

AMSTERDAM MADRID  
BAHRAIN MILAN  
BARCELONA MOSCOW  
BERLIN MUNICH  
BRUSSELS PARIS  
BUDAPEST PRAGUE  
CAIRO RIYADH  
DUSSELDORF ROME  
FRANKFURT ST. PETERSBURG  
GENEVA STOCKHOLM  
KIEV WARSAW  
LAUSANNE ZURICH  
LONDON

## ASIA PACIFIC

ALMATY  
BAKU  
BANGKOK  
BEIJING  
HANOI  
HO CHI MINH CITY  
HONG KONG  
HSINCHU  
MANILA  
MELBOURNE  
SINGAPORE  
SYDNEY  
TAIPEI  
TOKYO

INTERNATIONAL EXECUTIVE OFFICES  
ONE PRUDENTIAL PLAZA  
SUITE 2500  
130 EAST RANDOLPH DRIVE  
CHICAGO, ILLINOIS 60601  
TELEPHONE (312) 861-8800  
FACSIMILE (312) 861-8823

## NORTH AND SOUTH AMERICA

BOGOTA  
BRASILIA  
BUENOS AIRES  
CARACAS  
CHICAGO  
DALLAS  
HOUSTON  
JUAREZ  
MEXICO CITY  
MIAMI  
MONTERREY  
NEW YORK  
PALO ALTO  
RIO DE JANEIRO  
SAN DIEGO  
SAN FRANCISCO  
SANTIAGO  
SAO PAULO  
TIJUANA  
TORONTO  
VALENCIA  
WASHINGTON, D.C.

August 30, 1999

RE: Recommendation Letter for Thomas Colby

To Whom It May Concern:

I have known Thomas Colby for one year in which he reported to me as one of the trainers for the European offices. Responsibilities of trainer consist, but not limited to, onsite training of the firms standard accounting and time entry problem as well as to act as a project assistant to the project lead handling various onsite management of the implementation. Various responsibilities include coordination of numerous consultants, handling project management tasks such as performing status reports as well as managing the vast help desk incidents in a particular office. As the fine line of responsibility between Trainer & Project Lead became grey, Thomas successfully took on the added responsibility without complaint but with enthusiasm and as a means to further advance himself.

At the end of his contract with Baker, the experience has afforded him exposure to numerous facets of system implementations, including distributed architecture, client server installations, data replication, system conversion, user training and documentation.

Thomas most memorable attributes have to be his professionalism and excellent communication skills.

I would thereby recommend Thomas to fulfill any positions that require client orientation and that allows him for growth and advancement and an opportunity to learn. He is a fast learner and I am confident that he can take on any challenges that are presented to him.

If you wish to discuss any aspect of his qualifications, please feel free to contact me at Baker & McKenzie at 312-861-6577.

Sincerely,



Sonnie Yoon  
European Implementation Manager  
Baker & McKenzie