



16<sup>th</sup> February 2007

## **TO WHOM IT MAY CONCERN**

We first engaged Steve Farrugia of Vative Consulting in late 2005, with work continuing through to May 2006.

The work focused primarily on driving operational improvement across the business in a planned and methodical way. This included a myriad of lean focused projects and support activities such as:

- Factory layout design and more importantly implementation of these changes
- Development of work/time standards, kanban and production planning systems
- Coming up with innovative processes and solutions to address OH&S and productivity concerns
- Fixing quality problems, & developing procedures
- Developing tool management systems
- Implementing aspects of 5S , and other aspects of Lean
- And many others

Our investment in the Vative work lead to tangible and quantifiable results with improvements in the order of 10 – 20% in a number of areas.

Steve worked brilliantly with our staff and was able to gain their respect and collaboration in his work. He demonstrated an uncanny ability to combine strong conceptual thinking with a professional hands-on approach.

I believe his, and Vative's most significant strength is "ability to implement". Steve is disciplined, ethical, and knowledgeable, as well as having an extremely good network of suppliers, and associates who can provide specialist input as required.

Steve was also able to adapt his commitment to the project according to the constraints of our business, and work closely with the management team & staff to leverage his skills. He communicated regularly with the key staff involved.

We again engaged Vative in late 2006, with work continuing at present.

I have no hesitation recommending Steve to any organization. Please contact me on (03) 9772-6166 or mobile 0418 330 948 if you want to discuss any aspects of our engagement with Vative further.

Yours faithfully

Kevin Nestadt  
Managing Director