



HELLENIC VEHICLE INDUSTRY S.A.

SINDOS, 10. Aug.1989

TO WHOM IT MAY CONCERN

This is to certify that Mr. John Politis has been employed for the Hellenic Vehicle Industry S.A(ELBO) since 1984.

His industrial experience in the relevant areas are as follows :

1. Aug. 1984 - Oct. 1986

Position : Quality Assurance Dept. Superintendent reporting directly to the General Manager.

Duties : Direct the Quality Engineers and Quality Assurance Technical officers in the engineering fields such as :

- 1.1. To detect and assist in the diagnosis of faults in CNC machines.
- 1.2. Assist in the training of staff for specialised maintenance to repair of numerically controlled (NC) machines.
- 1.3. To determine acceptable standards of machine shop and assembly shop areas, exercise judgement in doubtful cases and arrange necessary corrective actions.
- 1.4. To maintain liaison on inspection matters with production and design authorities.
- 1.5. To ensure maintenance of quality standards and compliance with specifications, drawings and other applicable data.
- 1.6. Undertake investigations and report on components and equipment which fail to meet specified requirements on test. Determine the causes of failure and initiate corrective actions.
- 1.7. Ensure that the abilities of subordinate staff are fully developed by careful attention to training, counselling, selection and promotion. Advise regarding staffing requirements.

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- 1.8. Attend meetings as required and perform higher level management tasks.

The above duties were applied to the following projects:

- a) Military and Commercial trucks, several types.
- b) Personnel Carrier Vehicles (Tank)
- c) Army Mobile Field Kitchen
- d) Mercedes NATO Jeep for military and commercial use, Isuzu Jeep.
- e) Mine clearance devices
- f) Military and commercial buses
- g) Fire-fighting trucks, several types.
- j) Power supply units and skyguards e.t.c.

Serving under the General Manager Mr. Hector SCOTT
(Engineer M.I.E. Aust.)

2. Oct. 1986-Aug. 1988

Position : Manufacturing, Technical Personnel and General Services Deputy Manager, reporting directly to the President of Board of Directors and General Manager.

Duties : Co-ordinate & direct Manufacturing & Production Engineers in the fields, to:

- 2.1. Allocate tasks according to approved programmes and schedules and in accordance with priorities and customer's requirements.
- 2.2. Continually seek ways of minimising project costs consistent with satisfying the customer's delivery requirements and quality standards-exercise control over report of form dictated by a system of performance measurements.
- 2.3. Ensure that discipline is maintained that safety and other factory rules and regulations are observed and that all grievances and industrial problems effecting his personnel, receive prompt and suitable attention.

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- 2.4 Undertake investigations - evaluations of facilities and equipment due for purchasing and submit recommendations.
- 2.5 Attend meetings as required, and perform higher level management tasks, especially consultation on industrial matters.
- 2.6 Direct all the activities of Groups engaged in the manufacturing and assembly of major and minor components of the projects mentioned in paragraph "1" above. Serving under the President of Board of Directors and General Manager: Mr. Stefanos Tambakakis (Engineer M.I Eng. Greece).

3. Aug. 1988 - currently

Position : Maintenance Facilities and Equipment Manager, reporting to the Technical Director. Total number of Subordinate Staff and Technical personnel, 245.

Duties

- : Responsible for :
 - Plant design
 - Plant lay out
 - Planning and scheduling for maintenance
 - Reduction of spare parts inventory
 - Overall reduction in maintenance cost
 - Improvement in equipment utilisation
 - Effective Preventive Maintenance system
 - Forward preventive maintenance to a selected date horizon
 - Repair and replacement analysis
 - Health and environmental safety
 - Energy conservation
 - Training and development

Co-ordinate and direct Superintendents-Engineers in the following departments.

- 3.1. Mechanical- Electrical Maintenance Department
- 3.2. Facilities and Equipment Maintenance Department
- 3.3. Expansions Programs Department
- 3.4. General Services Department, supporting production
 - 3.4.1. Fork lifts section
 - 3.4.2. Tyre assembly shop
 - 3.4.3. Electrical loom shop (production)
 - 3.4.4. Transport office

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3.4.5. Manufacturing all necessary assembly Jigs & Fixtures shop (supporting production)

3.5. Paint shops, including:

3.5.1. Plating shop

3.5.2. Spray booth shops

3.5.3. Preparation- painting shop

3.5.4. Finish and dispatch to customer shop.

Also as from Feb. 1987 together with the position of para's "2" & "3" above he has been appointed Project Manager for DERLIKON CONTRAVES Projects (Skyguards and Power Supply Units), HARPOON COASTAL DEFENSE SYSTEM AND MOBILE FIELD KITCHEN Projects, responsible for :

4.1. Approve schedules & budgets

4.2. Coordinate customer requirements

4.3. Establish the Projects organization and facility requirements

4.4. Approve system level configuration, test program logistic support requirements

4.5. Develop proposals and statements of work for new efforts.

4.6. Advise Technical Director and Board of Directors of projects status

4.7. Implement the program plan

4.8. Ensure that appropriate quality standards are applied and met

4.9. Approve system specification

4.10. Provide interdepartmental coordination

4.11. Provide coordination between ELBO - DERLIKON CONTRAVES AG , Mc DONNELL DOUGLAS ASTRONAUTICS COMPANY and KAERCHER COMPANY, respectively.

However, his excellent performance with his Management Ability, Interface Management and Coordination, good interpersonal relations and competence, providing interdepartmental liaison between foreign companies and ELBO led to a successful completion of all projects concerned within his fields of responsibility.

S. TAMBAKAKIS
President & Managing Director

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