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23 July, 1999

TO WHOM IT MAY CONCERN

I have known **Mr. John Politis**, Fellow of the Institute of Engineers, Australia, and Associate Fellow, Australia Institute of Management over the past eight (8) years as a **Manager** in a variety of capacities. The wide range of responsibilities embraced on the tasks of MD Explorer Design, Production Planning and Control, Programming and Administration Support of Aerospace Composites Manufacturing and Intelligent Manufacturing Systems and Technology Research & Development have been performed by him in a consistent manner portraying extensive manufacturing engineering management skills.

His involvement in the original development and installation of:

- Shop Management Systems (Part tracking and scheduling);
- Development of the proposal for self-managed work teams;
- Development and co-ordination of the Autoclave Scheduler Program;
- Capability Planning Project;
- Enhanced Shop Management Systems; and
- Introduction of the Neo-KAIZEN Demonstrator

has been particularly difficult and to a large extent exhaustive.

John can be also acknowledged as the **Founding Leader** of the Research & Development Internal Network at Hawker de Havilland. A Network of mentors representing the Program Groups and Service Centres with the specific objective of developing, testing and disseminating technology to support continuous improvement and in turn making other operational areas aware of the capabilities available.

Mr. John Politis has many strengths, the most obvious ones are:

- In-depth knowledge of industrial engineering process and product innovation, advanced manufacturing technology and quality management in aviation.
- Ability to create and capture new ideas for the development of the Corporate Research and Development (R&D) Strategic Plan.
- Thorough knowledge of Performance Indicators and R&D goals and objectives.
- Ability to develop Strategic Plans and manage large and critical projects.
- Good communication skills and capacity to work with people at all levels as demonstrated by his success in working with Universities and other research organizations, such as UNSW, UTS, UWS, CSIRO, CRC-IMST and IMS.

Mr. Politis' talents, therefore, have been widened such that his experience of application establishes him as a capable leader.

Yours faithfully,

George E. Lawrence

Engineering Manager

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