

To Whom It May Concern:

Subject: Letter of Recommendation for Ray Poirier

Ray Poirier joined Delphi about four months ago to help us with developing a "Future State Vision" for transitioning our legacy SAP 3.1 and 4.6 as well as QAD 9.0 and all their sub modules into a single SAP ECC 6.0 solution. There are over 160 manufacturing locations and 250 locations world wide. Our ERP environments included added complexity of numerous customizations and bolt-on applications that interface with the ERP environments for managing different parts of our business. Ray's role was to collect the current state of information for these systems and to work with our consultants (Deloitte and CapGemmi) to assist them in developing a future state environment.

Ray also successfully assisted with defining and coordinating the ERP Transition Planning of a recently purchased MVL business unit with over 20 locations including manufacturing, engineering, and office buildings across the globe.

Ray provided his vast PM expertise to follow-on with an enterprise infrastructure project to properly align appropriate resources necessary to complete the transition of Delphi's e-mail messaging systems to Forefront Online Protection for Exchange (FOPE) and the integration with Delphi's Data Loss Prevention (DLP) environment. This highly technical environment utilized Ray's technical skills as well as his program management techniques to pull together the correct resources to push to conclusion.

Ray also helped in identifying and providing solutions to overcome some key improvements needed in our existing PMO process/procedures to assist us in complying with ITIL standards. This helped our projects run more smoothly and improved the level of technical data needed to transition our ERP environment to newer technology. Ray has shown that he has both high level competency and very detailed knowledge of both the QAD and SAP ERP systems as well as EDI interfaces. Ray worked well with our program management team members, business interface partners and Delphi service support suppliers. His ability to work from a big picture enterprise view was much needed as we collected information to develop our future state plans.

Please call me if you wish to discuss his talent in more detail.



Bruce C. Van Horn
Delphi IT Program Manager
Information Technology

DELPHI

5725 Delphi Drive
Troy, MI 48098-2819, USA
bruce.c.van.horn@delphi.com
Work Ph 248-813-4875
Cell Ph 248-709-8370