

March 5, 2009

To Whom It May Concern:

**Subject:** Client Testimonial on Behalf of Ms. Jill Bottomley, HR Dept, Manchester, England

Ms. Jill Bottomley was retained by BAE Systems Products Group (BSPG) in November 2008 to assist and advise executive management in the closure of a £7M, 45-employee body armor production facility located in the greater Manchester area. Previously, she had been supporting the local site executive at the facility in a capacity as outsourced Human Resources leader. She managed all HR activity for that facility for nearly two years prior to her engagement on the site closure project.

Services required of Ms. Bottomley on the site closure project included strategic advice on the decision whether to pursue plant closure, guidance on BERR labor regulations, preparation for launching the consultation process, advice on negotiating with the local trade union, preparation of redundancy and notice packages, and assistance with final severance and outplacement of employees. Perhaps most importantly, she served as BSPG management's "employee relations authority," duties of which included supporting management during collective consultation sessions, handling communications during the closure process, and liaising with the greater Manchester business community in the quest to provide optimal outplacement options for affected employees.

The local site executive and I were the two main conduits between BAE Systems and Ms. Bottomley. Throughout my five month association with her, we both found Ms. Bottomley to be exceedingly professional and ethical, expert in all related subject matter, compassionate to affected employees, and very experienced in terms of redundancies and closures. She worked exceedingly hard on our behalf, never missing a deadline and always seeming to prioritize our project above others.

To BSPG management, Ms. Bottomley was a trusted advisor. Thanks in great part to her, our project was completed on time and under budget. This is my second successful experience with HR Dept. I recommend Jill and HR Dept without hesitation.

If I can provide any further information or assistance, please do not hesitate to contact me at the phone number or e-mail address below.

Yours sincerely,



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