



1 July 2010

To whom it may concern

It is with great pleasure, that I write this recommendation for Frank Halena.

My name is Lee Dyer, employed in IKEA IT as Infrastructure service manager for Windows on Retail sites since 2008. In my role I've had the great opportunity to have Frank Halena as member of my team for 1 and half years.

I've been consistently impressed with Frank's commitment, energy and passion for his work during the time that he has worked in my team as a senior Windows technician supporting all IKEA stores globally. He is a very capable person, quick-minded and thorough with any task he takes on for the team. Frank was my technical lead which was able to handle the team's most demanding tasks and would ensure they are completed diligently and with great accuracy. His enthusiasm and drive have been particularly appreciated during the last year and he is now taking on a leadership role in the team. I see great potential for Frank and he is already marked as a management successor for the future within IKEA.

I am confident that he will devote himself to a position with your organization with a high degree of diligence. I particularly appreciate Frank's ability to take initiatives, even the risky ones, with a great focus on the holistic view and goals of the organisation.

I recommend Frank without reservations as his knowledge, willingness and determination will benefit him for any role he desires. If you wish to discuss Frank's performance or recommendation any further, I can be contacted by email (lee.dyer@ikea.com) or by phone on +61 402065092.

A handwritten signature in black ink, appearing to read "Lee Dyer", with a long horizontal flourish extending to the right.

Sincerely
Lee Dyer

Infrastructure Service Manager, Windows Retail
Retail and Supply
Production Services, IKEA IT