



WRIGLEY Poland

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Mr. Romuald Deja has been the site manager for construction of the Wrigley factory in Poznań since start of the project in September 1994.

His responsibilities include:

- participate in tendering process (including preparation, evaluation and negotiations)
- supervision of building construction activities, maintain quality of works schedule
- coordination of all site activities, building construction, equipment installation and startup
- cost control and accountability of contractors.

In these and all other areas of the position Mr. Deja's level of performance has been excellent. Strong technically, his organizational skills in dealing with many contractors and the multitude of tasks that occur daily are outstanding. The building was erected on schedule in large part due to Mr. Deja's efforts.

I have found him to be very professional, bright, and dedicated to the successful completion of the task and would recommend Mr. Deja very highly.

He would be an asset to any company.

Sincerely

Marc Copper
Project Manager

Poznań, 12/12/1995

cc: R.Deja