

To whom it may concern:

In his position as Senior IT Project Manager, Marc Wanderer was employed in our office from November 2011 – December 2012. Marc was called in by our executive management to take over the responsibility for our strategic important web portal project AO Connect, on an Interim Management assignment.

The project suffered from severe cost and time overrun, so we needed someone to quickly turn it around.

Marc did an excellent job in this assignment and was an asset to our organization. He quickly identified the weak points in the project setup and re-organized it accordingly. Through his management skills he swiftly re-aligned all stakeholders and ensured full collaboration of our suppliers. As a consequence the project was able to go-live one month earlier as scheduled and stayed within the newly approved budget.

Marc has excellent written and verbal communication skills, is extremely organized, can work independently and is able to follow through to ensure that the job gets done.

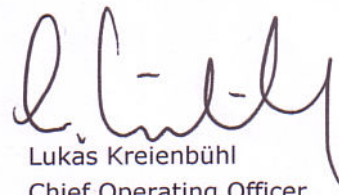
He managed to convince our board not to stop the project at a very critical point and met the key milestones set for the project. He identified issues in our collaboration with vendors and managed successfully an alternative strategy.

Very action oriented, outstanding crisis manager, Marc would be an asset to any employer and we recommend him for any endeavor he chooses to pursue.

Yours truly,



Alain Baumann
Executive Director AOSpine



Lukas Kreienbühl
Chief Operating Officer