

REFERENCE REQUEST REPORT

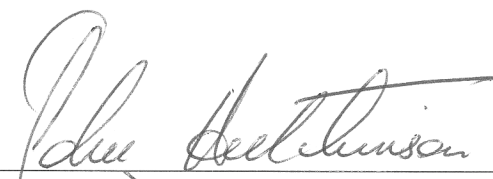
CANDIDATE'S NAME: Colm O'Suilleabhain

Referee's Name/Company: John Hutchinson – Director Carl Bro Ireland Ltd.

Date: 31st January 2006

<p>Can you confirm the dates of employment with you?</p>	<p>From: February 2001 To: September 2003</p>
<p>What was the nature of their job (briefly their principal duties and responsibilities)</p>	<p>Senior Engineer in the Civil and Transportation section, primarily engaged in project management on a variety of projects, including a secondment to South Dublin County Council to assist in protecting the interests of the Council in relation to the design and construction of the new Luas light rail system, and participation in our project team which managed a countrywide programme of assessment and remediation of earthworks, coastal defences and tunnels for Irish Rail.</p>
<p>How would you describe their performance?</p>	<p>At all times, his duties were discharged in an efficient and well managed fashion. His punctuality, attendance and attitude to his job were always excellent and he was well able to work both within a team and as team leader.</p>
<p>What would you rate as their</p> <ul style="list-style-type: none"> • Strengths • Weaknesses 	<p>Efficient worker well able to meet deadlines and handle pressure. Good communicator able to work with others. Effective problem solver. Colm's constraint at that time was his lack of years of experience to match the level at which he operated.</p>

<p>Comment on their;</p> <p>1. Attendance</p> <p>2. Ability to take on responsibility</p> <p>3. Degree of supervision needed</p> <p>4. If there were any difficulties with their work</p> <p>5. Relationship with co-workers</p> <p>6. Tactful in dealing with others</p>	<p>Excellent</p> <p>Excellent</p> <p>Minimal</p> <p>None</p> <p>Excellent</p> <p>Yes</p>
<p>Why did they leave your organisation?</p>	<p>He was offered a job in an area of Project Management which is not undertaken by Carl Bro.</p>
<p>Would you rehire them, if not, why ?</p>	<p>Yes</p>
<p>Are you aware of anything which in your opinion would render them unsuitable for appointment to the post they are seeking?</p>	<p>No</p>

Signed: 
 Position: Director

Date: 31st Jan 2006