

Paul Beaumont
Director Output Devices, VP KGCCC
Kodak Graphic Communications Canada
4225 Kincaid St., Burnaby, British Columbia
V5G 4P5, Canada

To Whom it May Concern,

I have had the pleasure of working with Geof since 2005 when he had taken on the responsibility of Health and Safety Manager for the KGCCC site of ~1500 employees. In my capacity as Operations Manager, I worked with Geof on the implementation of site wide safety and environmental programs during that period. In late 2009, with some changes in site leadership, Geof began to report directly to me in his HSE role and soon after took on much broader responsibility for Facilities Leadership and as a member of the Vancouver Management Forum. He was in this capacity until his move to France in August 2013 where we made a decision to retain his skills in a part time contractual relationship.

Geof has proven himself to be invaluable as he has progressed and grown in his various roles within Kodak. His significant contributions to redefining the HSE program through leadership, team delegation and program development, has been key to delivering successful site safety metrics and instilling a culture of Safety throughout the organization. Geof not only setup the appropriate systems (database, d software tools and training content) to support Vancouver based systems, but also developed programs which were adopted by Kodak's corporate HSE team.

As he took on the responsibilities in Facilities leadership, his efforts were key in leading several transitions required at the site, leading improvements in cost/delivery performance for site services, and managing a budget of \$4 million USD with successful and creative reductions in cost year over year. His drive and cooperative working style successfully resulted in our subleasing of empty space within the building including the project management of all the requirements to manage the changes and the development of win-win sublease agreements and contracts.

Beyond his HSE and Facilities leadership roles, Geof's trained background in Chemistry and experience from previous technical roles, enabled him to make significant contributions to several Engineering programs. In particular, he supported and helped define test protocols and analysis criteria for airborne particles assessment from laser exposed media in computer to plate systems, leading to some significant changes in hardware requirements and media development. While Geof took on more HSE and Facilities leadership responsibility, he kept applying his technical capabilities where required.

Geof is an effective people leader, possesses excellent judgment in both his applicable technical domains and in business and contractual relationships, and is an excellent cooperative and competent partner to work with.



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Director Output Devices, VP KGCCC
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