



Dec 1999

To whom it may concern.

From 1 October 1998 until 31 December 1999, it was my distinct pleasure to have Cheral Kennedy reporting to me in her capacity as Manager Web Development.

Cheral started in this managerial position with a minimal experience in management, but a sound knowledge of Web Development. The department was not running at optimal capacity and she had a huge challenge before her. She took this challenge and her position as if she had done it all her life. Not only did she quickly put a means of measuring productivity in place, but she was able to address all of my reporting needs, as well as enhance them, in a short period of time.

She entertained remarkable forward-looking ideas with plans of how to get these ideas into the field and operational. To enable her to do this, she spent most of her free time at the office keeping all of her department's work up to date, with never a complaint from her.

Whilst Cheral was the manager of the Web Development department, she was well respected and managed to get the maximum effort from her team. She certainly changed the way business was done in the Web Development area in a positive way.

Cheral will be a positive, forward-thinking, dedicated and knowledgeable addition to any management team that she is a member of.

S.L. Donovan
Executive (Systems Operations)
Intekom.