

Charles Dean Partnership

Architectural and Interior Designs
Relocation and Project Management

The Chislehurst Business Centre
1 Bromley Lane
Chislehurst
Kent BR7 6LH
Telephone: 081-467 0267
Facsimile: 081-467 0950

UNSOLICITED TESTIMONIAL to CHARACTER of Paul L. DUNWELL

To Whom It May Concern:

I have known Paul Dunwell since 1979. Throughout that time we have remained firm friends, and he has on occasion also worked for the Charles Dean Partnership.

I have endeavoured to give here an unbiased and balanced opinion of his character.

Paul is honest, morally courageous, fair-minded, and exceptionally hard-working. He generates tremendous and perpetual enthusiasm for everything he does, and this is useful for motivating others who do not share his drive. He is very well educated, highly intelligent, and exceptionally creative in respect of generating ideas, problem-solving and in writing. If he does a job it is done meticulously and rapidly and, over the 14 years I've known him, I've found him to be entirely reliable.

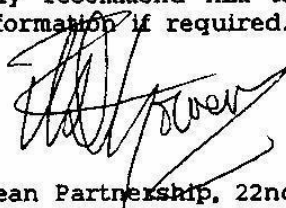
If Paul has a flaw it is that he expects others to behave and perform to the high standards he sets himself. He is a natural leader and organiser but, at the same time, he is perhaps occasionally a little too intolerant of others though he is always scrupulously fair. However, in a competitive business environment this facet of his personality may well be perceived as more of a business asset than a social disadvantage.

Though sociable, Paul probably is at his best when left to his own devices to perform complex logistical and investigative tasks; whilst he invariably contributes more than his fair share as a team-member, it is as an individual that he best capitalises on his greatest strengths.

He is clearly capable of making a very positive contribution to the work of any commercial concern.

I therefore strongly recommend him to you and would be happy to provide further information if required.

Alan Dean Gower,



Partner, Charles Dean Partnership, 22nd March 1993.