

18th August, 2008

To Whom It May Concern:

It is my great pleasure to provide this reference for Adrian Taylor who was a direct report to me whilst I was employed as the Executive General Manager in ISS Australia.

Adrian was the National Quality and Environmental Manager of ISS Route Based and Open Space Services for the last 2 years. During this time he was responsible for implementing the new ISS Australia Quality Management System and rolling it out to more than 20 sites around Australia in preparation for our certification audit. The audit was a great success and Adrian worked tirelessly to ensure that there were no non-conformances.

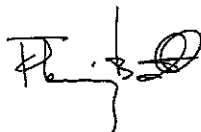
Adrian also implemented an Environmental Management system that not only passed certification but helped us reduce our petrol consumption by 25,000 litres without affecting business growth.

As well as the successful certification of both systems Adrian also created a web based document management system which gave staff at all sites access to procedures, forms, training records, Induction programs and KPI's creating a consistent structure in each office and solving our document control issues.

I can highly recommend Adrian and wish him the best of luck in his new venture.

If you wish to discuss further please contact me on +45 38 17 17 17 or email me flemming.bendt@dk.issworld.com

Thanks
Kind Regards



Flemming Bendt
Chief Financial Officer