



Dec. 1, 2008

Re: Letter of reference

To whom it may concern,

Intervet/Schering-Plough Animal Health is the second largest pharmaceutical and biological animal health company in Canada. During my 15 years as General Manager of Schering-Plough Animal Health, I have had the pleasure of working with Mr. Frederic Galantai as well as previous years dating back to the 80's.

Fred, through his company, Impact Vet was the driving force behind bringing together competitive companies to create a Canadian Animal Health pharmaceutical/bios database that is now the gold standard across Canada. Fred led the group through challenging times, and has always maintained the highest degree of integrity and confidentiality. He demonstrated tenacity and persistence developing and expanding his database business throughout the years by offering more and more services to meet the needs of his growing customer base. Fred created and launched the Canadian Vet Attitude Survey and has expanded the survey scope with his current employer to include extensive face to face interviews with clients and sales reps across the country.

I have no hesitation on stating that Fred's positive attitude, patience, integrity and listening skills have been a valuable asset to our industry.

I value our relationship and wish Fred all the very best in his future endeavours.

Sincerely,

A handwritten signature in black ink, appearing to read 'Charlotte Foster', written over a horizontal line.

Charlotte Foster