



**Hilti.
Outperform.
Outlast.**

July 5, 2010

To Whom it May Concern:

RE: Daryl DeJean Commendation

I had the great privilege to have worked with Mr. DeJean as a member of the Human Resources Senior Management team. Not only were we peers, I also would consult as his HR business partner where I witnessed his leadership and inspirational capabilities on many occasions.

Daryl's keen vision was evident when he successfully led change efforts by creating a new culture within his team, Facilities and Administrative Operations, by redefining and reassigning roles and responsibilities that led to operational efficiency, effectiveness, and excellence while improving profitability and resource productivity. He didn't stop there, as he also renamed his department which created a departmental brand. In fact, Daryl created the department's new logo, WorkLinks, which symbolized bringing together his team's resources to provide the linkage and solutions to their internal customers. He also created an entire internal marketing campaign to create excitement company wide.

Under Daryl's leadership, his department went from one of the most disdain to one of the most revered and cited for both innovation and superior teamwork. In fact the IT department used the approach to attempt to rebrand and inspire their personnel team.

Another example of his leadership was taking a lead role in launching the Home Depot Pro Shop new business segment for Hilti. He was a core, steering member of the team that led the efforts to sell the concept to the Home Depot to key store marketing and display personnel. Once agreed upon, Daryl was involved in engaging Home Depot personnel in the set up of the Hilti store in store concept.

I feel that one would not be remissed in partnering with Mr. DeJean as he is a true visionary, leader by example, progressive change agent and inspires people to become their best.

Sincerely,

Rosalia C. Cunningham, M.A., PHR
Director, Organizational Development/Chief Spirit Sherpa
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