

26 May 2009

To: Whom it May Concern

Re: Lori Butler

I would like to share my experience in leading Lori Butler in her role as HR Operations Specialist at Freescale Semiconductor. In this role, Lori interfaced between our Human Resources community and our HR Information Technology organization to help translate HR business systems needs into successful SAP HR system implementations. In addition, Lori served as the liaison to our U.S. payroll team, our U.S. HR Call Center and our global HR Transaction Center located in Kuala Lumpur, Malaysia.

Lori's attention to detail and broad-based knowledge of multiple business processes and systems resulted in very thorough facilitation of system implementations. The documentation, training, presentations and communications regarding her activities allowed the employee, manager and HR communities to adapt quickly to the changes. Lori always offered personal follow-up assistance as needed and was not satisfied until her clients were satisfied.

In our complex multi-national environment, Lori worked well under minimal supervision with remote management (I reside in Arizona and Lori in Texas). She also flexed her work schedule to be able to meet with colleagues and clients in both our European and Asia regions at their convenience. Lori did whatever it took to ensure that all of the appropriate resources were included in discussions prior to making implementation decisions that would affect multiple employees across the globe.

Lori works well with multiple levels of management and received commendations from her colleagues for her customer service orientation and contribution to multiple critical projects. As Lori's manager, she kept me apprised of project status, items that could affect her success and openly raised potential issues in a timely fashion (along with her recommendations) so they could be effectively managed.

Lori's passion for learning and helping others achieve their goals certainly benefitted us at Freescale Semiconductor and I trust she will make an equal contribution in whatever new role she may pursue with your organization. Please let me know if I can provide additional information.

Regards.

s/Bob Kenney (electronically signed)

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