



Walt Disney Television International

Mal Grant  
NDS Limited  
51 Clivemont Road  
Cordwallis Park  
Maidenhead  
Berkshire  
SL6 7BZ

3 August 2000

Employment reference – John Dickenson

Dear Mal

Further to your letter of 25 July 2000 requesting information on the individual named above, I am pleased to offer the following reference.

I have known John in a professional and more latterly a social capacity for around ten years. Initially I knew John through our mutual former employer the BBC.

In 1994 I moved to take the post of Chief Engineer of a subsidiary of Carlton Communications known as TVi Ltd. where John worked as a maintenance engineer. Within a very short assessment period it became clear that a large degree of motivation and a more professional interface between engineering and the rest of the company was required to initiate the required turnaround in lacklustre performance in the company.


John's natural enthusiasm, easy outgoing nature plus his commitment to see the job through made him the obvious candidate to take up the post of Head of Maintenance. I consider this posting to have been of great benefit to both the company and to John.

The post bought John new roles and responsibilities all of which added up to quite a challenge which I feel he met head on. Morale, profile and results all improved dramatically with his promotion and John found a new hunger for seemingly impossible challenges.

Following my departure from TVi John also moved on joining a former employer of myself at IPK Broadcast Systems undertaking now the design and implementation of large scale broadcast installations. Again my understanding is that this move was well timed and well suited to his skills and abilities.

Socially John and his wife Nikki have become my very good friends where once again the openness and honest approach they share to everything has been the key factor to our lasting friendship. John enjoys people and puts tremendous effort into everything he does, be it a social gathering of many of the stalwarts of broadcasting to projects such as building his son an electric car or a serious tree house.

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I feel sure John will prove a valuable member of the team where his strengths that include professionalism, dependability, honesty and enthusiasm will prove a real asset to NDS. I wish John the very best of luck in his new career.

Yours sincerely,

Keith Beal  
Vice President, Broadcast Operations  
Walt Disney Television International

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Tony Love  
02/08/2000 22:18  
To: mwarren  
cc:  
bcc:  
Subject: John Dickenson

Dear Mr. Grant

In reply to your letter of 25 July re: an employment reference for John Dickenson.

I have known John since school and our friendship has lasted for over 25 years. He is one of the most honest and loyal people I know, and I value him highly as a friend. He is a very gregarious and well liked person and I would say it is in his nature to put other people first. I have never known him to fail to break a commitment when he has given one, and I trust him implicitly. I cannot speak to his technical ability, but I would suggest that he should be considered an asset to any organisation that might employ him. Whilst this might sound a little too much in his favour, I am simply being honest, and I would be happy to provide any further information you might require.

Yours sincerely

Tony Love  
Vice President

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