



**Sandy Groscost, PMP, FLMI**  
Senior IT Project Manager, IT Project Office  
Aflac Information Technology

**Letter RE: Recommendation for Edward Johnson**

---

To Whom It May Concern;

For the time period of August 1, 2006 through January 31, 2007 Edward Johnson has been an important member of the Data Quality Project Team. The Data Quality Project effort was a project to establish Data Quality Processes and Procedures at Aflac. Ed was key to the success of the project and in assisting with transitioning the effort to the new permanent Data Quality team.

Ed was instrumental in establishing the overall Data Quality Governance Process, the Data Improvement Opportunity procedures and in the initial training efforts for the new Data Quality Team. Ed worked with our Data base Administration area and the project's technical staff on the Data Architecture design for the on-going Data Quality efforts. Ed's duties included working closely with the business unit subject matter experts in defining data improvement opportunities, current state analysis, data quality improvement opportunity recommendations and in working with the technical staff in execution of data clean up efforts.

As the Project Manager I worked closely with Ed on the project. I was impressed with his professionalism, subject area knowledge and expertise. Ed has a strong work ethic and brought a great deal of expertise to our efforts and required very little supervision. Ed has a strong background in Data Quality and Data Analysis. He was able to apply that knowledge to the benefit of the project and to Aflac's overall benefit. Ed was very aggressive in getting work tasks completed. Ed showed strong interpersonal communication skills which were critical to the project success. It was obvious that Ed believed strongly in the project's ultimate goals and had expertise to assist Aflac in achieving them. I have enjoyed working with him. If I have another project requiring his skill set, Ed would be my first choice.

Sincerely,

A handwritten signature in black ink, appearing to read "Sandy Groscost", is located below the "Sincerely," text.

---

**Sandy Groscost, PMP®, FLMI**