



Jean-Paul DEVEY  
Head Business Units  
Europe, Africa & Middle East

EDEN Bioscience Europe SARL  
BP 6236  
12, Allée Nathan Katz  
F- 68086 Mulhouse Cedex  
France

Tel +33 3 89 363351  
Fax +33 3 89 363327  
e-mail: deveyj@edenbio.com  
www.edenbio.com

July 31st 2002

## Recommendation letter – to whom it may concern

In Jan. 2001 we have asked Dr. Bernd Stratmann to join EDEN Biosciences Europe SARL as business development manager for the German speaking countries and central Europe. Accepting the offer he joined EDEN in June 2001.

As to the development stage of the Product Messenger, the main activities concentrated on technical development in a range of crops towards registration in the EU countries and the development of a European label. Other tasks were the development of a business plan and establishment of contacts with potential distributors as well as the product promotion in the potential markets.

During the time as EDEN employee, Dr. Stratmann proved his excellent competence in all tasks around biological product development towards registration, product label definition and preparation of a market introduction. For example as to his initiative, EDEN was able to get Messenger listed as a plant strengthener in Germany within half a year after he joined the company. Also fast registration tracks proposed by him for Hungary and Austria are successfully followed. He was able to quickly develop these proposals due to his personal contact network. He always did all activities on product development keeping in mind the commercial implications of these activities.

Based on his experience and his excellent information technology skills, he developed trial management procedures for the company across Europe. This system and the SOP's he has developed and put in place have proven to be highly effective for our company working with a very limited number of in-house employees.

Within 1 months of being with EDEN, he prepared the core protocols and got a complete trial program running even though the season was already very advanced.

He provided an in-house training to his European colleagues that enabled them to use the EDEN trial management software ARM to prepare their protocols and effectively manage their trials.

./.

# EDEN<sup>®</sup>

Jean-Paul DEVEY  
Head Business Units  
Europe, Africa & Middle East

EDEN Bioscience Europe SARL  
BP 6236  
12, Allée Nathan Katz  
F- 68086 Mulhouse Cedex  
France

Tel +33 3 89 363351  
Fax +33 3 89 363327  
e-mail: [deveyj@edenbio.com](mailto:deveyj@edenbio.com)  
[www.edenbio.com](http://www.edenbio.com)

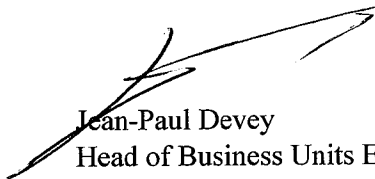
./.

His way of summarizing and presenting his trial results as well as of trials done in regions he had no direct responsibility for, was highly professional and effective, giving an example for other business units of EDEN cooperation.

As EDEN Biosciences cooperation has decided to change the business model for Europe, all positions of business development managers across Europe have been cancelled.

As to this change, Dr. Stratmann decided to start his own company ADC Agricultural development consulting to offer his services around plant protection product development to other companies on the plant protection market.

With this letter we want to recommend his excellent skills in the area of product development. In fact EDEN Biosciences cooperation will go on using his services around product development for all development activities across Europe on a contract basis.



Jean-Paul Devey  
Head of Business Units Europe, Africa & Middle East  
Gérant of EDEN Bioscience Europe SARL



## Recommendation letter – to whom it may concern

In Jan. 2001 we have asked Dr. Bernd Stratmann to join EDEN Biosciences Europe SARL as business development manager for the German speaking countries and central Europe. Accepting the offer he joined EDEN in June 2001.

As to the development stage of the Product Messenger, the main activities concentrated on technical development in a range of crops towards registration in the EU countries and the development of a European label. Other tasks were the development of a business plan and establishment of contacts with potential distributors as well as the product promotion in the potential markets.

During the time as EDEN employee, Dr. Stratmann proved his excellent competence in all tasks around biological product development towards registration, product label definition and preparation of a market introduction. For example as to his initiative, EDEN was able to get Messenger listed as a plant strenghtener in Germany within half a year after he joined the company. Also fast registration tracks proposed by him for Hungary and Austria are successfully followed. He was able to quickly develop these proposals due to his personal contact network. He always did all activities on product development keeping in mind the commercial implications of these activities.

Based on his experience and his excellent information technology skills, he developed trial management procedures for the company across Europe. This system and the SOP's he has developed and put in place have proven to be highly effective for our company working with a very limited number of in-house employees.

Within 1 months of being with EDEN, he prepared the core protocols and got a complete trial program running even though the season was already very advanced.

He provided an in-house training to his European colleagues that enabled them to use the EDEN trial management software ARM to prepare their protocols and effectively manage their trials.

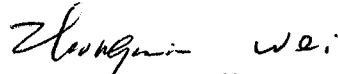
His way of summarizing and presenting his trial results as well as of trials done in regions he had no direct responsibility for, was highly professional and effective, giving an example for other business units of EDEN Corporation.

As EDEN Biosciences Corporation has decided to change the business model for Europe, all positions of business development managers across Europe have been terminated.

As to this change, Dr. Stratmann decided to start his own company ADC (Agricultural Development Consulting) to offer his services around plant protection product development to other companies on the plant protection market. Due to his impressive technical skill in field trial data management and analysis, EDEN Bioscience decided to use his consulting service to complete field development project throughout Europe region after his official departure from EDEN Bioscience.

With this letter we want to recommend his excellent skills in the area of product development. He is one of the best field development managers I ever encountered. He is very organized, reliable, skilful and experienced field scientist. He never compromises what he truly believes in, but gets along with others team members. I will have no hesitation to hire him back as a field development manager or director to organize and execute company wide product development projects if such opportunity arises.

Zhongmin Wei, Ph.D

Handwritten signature of Zhongmin Wei in cursive script.

Chief Scientific Officer and VP of Research