



To whom it may concern

This is a letter of reference for Dr. Martin Sieber for his work as a consultant and dairy breeding specialist with several dairy projects involving the Land O'Lakes Foundation, in the Philippines.

I have known Dr. Sieber now for over two years and I have worked closely with him in my capacity as Land O'Lakes International Development Country Manager in the Philippines.

Dr. Sieber has been involved for our developing and established dairy projects in several dairy zones throughout the Philippines. He served as a valuable independent consultant and contributor for the University of Wisconsin-Madison. In that capacity he assisted us in several meetings and gave presentations at National and State Agricultural Ag Colleges in different locations. His latest involvement included recommendations for future cooperation between Philippine Ag Colleges and US universities.

His knowledge of international breeding practices, especially progeny testing programs was very evident as an invited key speaker at the recent May 2008 National Dairy Congress, in Cagayan de Oro, Mindanao. There he addressed over 500 participants with his presentation: "Dairy Cattle Breeding in the Philippines – Recommendations for the future". His recommendations based on sound scientific research and many years of international breeding experience will be considered by the National Dairy Authority, before they endorse a national breeding plan.

I have also been directly involved in working closely with Dr. Sieber in his role as Dairy Breeding Consultant for the Lanao Foundation, Inc. (LFI) in Lanao del Norte, Mindanao. Dr. Sieber worked hands-on with the farm operations team of LFI on recent projects, where he established the basics for a computer based record keeping system, bench marking, and improvements to their overall and daily milking routine. Especially his recommendations for establishing a well balanced dairy breeding plan for the future development of LFI were of great value to the continued growth of this sizeable dairy project.

We are in excellent contact with Dr. Sieber and will continue working with him in years to come. I can fully recommend him in his capacity as consultant and found him to be a well organized, goal oriented and reliable person to work with.

Sincerely,

QAZI YAWAR NAEEM
Philippine Country Manager