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To Whom It May Concern:

In 2004 BP Indonesia embarked upon an organisational restructuring program with the following objectives:

- Provide BP Indonesia Business Unit with an agile organization design, readily adaptable to changing business environments in the next 1-5 years.
- Achieve a significant reduction in costs in 2004 compared with 2003.
- Develop a change management plan to implement the new organization

To achieve these objectives, BP Indonesia engaged the services of Renoir Consulting Limited in the period December 2003 to August 2004. During this time Renoir supported us in identifying inefficiencies within current working practices and re-designing processes and structures to deliver a more effective organisation. At the same time Renoir helped us identify the appropriate level and skill of resources required by the business unit to meet the challenges of the future.

The project was a great success and has delivered significant reductions in year on year costs; Renoir's approach allowed us to manage this sensitive initiative in a focused and timely manner. We can confirm that Renoir has met fully all of our expectations and we are extremely pleased with the outcome.

For any further details on the above please feel free to contact me directly.

Yours sincerely,

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