



October 17, 2005

Deborah Moy  
Balance Point Strategic Services  
1191 Chess Drive, Suite C  
Foster City, CA 94404

Dear Deb:

This is a note of appreciation for your efforts at Roche Molecular Systems this year. The work you did with Martina and her ETMS team was successful and empowering for them. With your help, all of the team members have grown in their understanding of how they fit within the greater organization, becoming a team with a common vision. The new members of the team have been inspired, and are already making significant contributions. Martina has also become more mature in her management style, and is representing the team's interests well internally. I have no doubt that Martina will continue to be successful within the organization by incorporating your coaching suggestions.

I hope that you will continue in your excellent work with management teams within organizations like RMS in order increase their effectiveness – you have already made a significant difference here. Let's keep in touch for the future.

Best regards,

A handwritten signature in blue ink, appearing to read "Robin Toft".

Robin Toft  
Senior VP, Commercial Operations  
Roche Molecular Systems, Inc.