



**USAID** BIH BUSINESS DEVELOPMENT PROGRAM  
**BUSINESS CONSULTING**

**TO WHOM IT MAY CONCERN**

**Re: Zoran Gackic**

This is to confirm and support the excellent performance of Zoran Gackic on the Business Development Program. We provide technical assistance and consulting services to Bosnian companies.

I have worked with Zoran for over two years now, during which time he has been employed with the Business Consulting component as a Relationship Manager with our consulting group. Relationship Managers hold the key positions within our project and form the front line of service provision for the companies that we assist. Each of these professionals have 15-20 companies with which they work intensively on a daily basis.

Zoran has performed his consulting responsibilities well and maintains a good relationship with his companies. This normally involves analyzing and defining business problems and then developing strategy, actions and solutions and follow-up. He is comfortable with the use of financial software, including a fairly complex financial forecasting program in use by us to help our client companies in improved financial management.

I would recommend Zoran for any position in which the above mentioned qualities are important. His business skills, like others that have been trained on this project, are some of the best available in Bosnia today.

**David Nelson**  
**Chief of Party**

**30 December, 2001**