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V.P. Operations

Fiso Technologies

“Over the 15 years, I had the pleasure to work with Rene at four different manufacturing units in three different countries with Mitel Semiconductor and FISO Technologies. Rene is an expert in optimizing manufacturing units to world class standard. Under his guidance, tangible results were obtained at Mitel factories in Canada, Sweden and England and at Roctest factories. Rene is a strong advocate of lean manufacturing, quality circles and self directed work teams. For the last 2 years, Rene and I worked as member of the executive team of a public company and Rene has shown his expertise is far reaching beyond manufacturing. His contribution in every aspect of the business has been considerable as one would expect from a key senior manager.” *May 9, 2007*

[Francois Pelletier](#), *Vice President, Sales & Marketing, FISO Technologies*
worked directly with René at Fiso Technologies

“Rene is a very team objectives oriented person. He mobilizes and supports people and the team when going through challenges while aiming to achieve company objectives. He knows how to build confidence by interacting with people and encourages them to collaborate. He motivates employees to share knowledge and to exchange ideas. HE IS REALLY LIKE A COACH. As Rene valorizes autonomy; he makes the effort to evaluate the performance of his reports and makes possible for them to develop a career path within the company.” *May 9, 2007*

[Benoît Latulippe](#), *Quality Manager, FISO Technologies inc.*
reported to René at Fiso Technologies

“René Habel is a natural leader recognized for his management skills and as a Human Resources Director it is a pleasure for me to work with him. Results oriented and dedicated, René is a manager very engaged towards the company and his employees. René is the “father” of the implementation of the semi-autonomous team at Roctest and his contribution brought a major positive impact on all his employee’s attitudes and their performances. Recognized for his experience and expertise in the manufacturing field, René set in place for Roctest and FISO Technologies, in a short period of time, production’s standards and processes for more competitiveness on the market.” *April 27, 2007*

[Chantale Emond](#), *Human Resources Director, FISO Technologies*
worked with René at Fiso Technologies

V.P. Operations

Roctest

“Working with René is great pleasure, even though he is operations manager, he is extremely sales oriented. He is also a very good manager with his employees.” *June 29, 2007*

[Martin Dupuis](#), *Manager, Project division, Roctest*
worked with René at Roctest

“I have worked with René when he was at Mitel and also at Roctest. I have always enjoyed working with him as a client. He likes exchanging ideas, not only is he open to suggestions and new ideas but is ready to take action on those. I have always appreciated the fact that he is a man of his word when he commits himself and I respect him for that. All in all, I have enjoyed working with him and would repeat the experience anytime. Hubert Daneau” *June 21, 2007*

[Hubert Daneau](#), *Consultant, Daneau Management*
was a consultant or contractor to René at Roctest

“When René approached me to join his team at Roctest as a production coordinator, I did not think about it too long. I had the chance to work with him before, but at that time I was not reporting into him directly. René is a very good leader and

people likes working for him. He has a very good background in complex manufacturing and supply chain management which helped a lot. René is a hard worker and always there to listen even on a busy week, he finds the time for you. The way René brought self-directed team environment in the organization makes everybody feels part of the organization and not just labor hands. He can change a group of worker into a real team. Working with him brought me a lot of knowledge and launched me to other goals." *June 12, 2007*

[Eric Verret](#), *Production Coordinator, Roctest Ltee.*
reported to René at Roctest

"René has worked with me for many years, including our years in Sweden and England. More recently, he joined me at Roctest and took over the operations responsibility for the group. I always trusted René to meet whatever objectives I gave him. He is a hard worker, dedicated to the organisation and results oriented. He is extremely knowledgeable about all tools and systems to implement world class manufacturing. He has achieved small miracles in many situations. He also has developed a leadership and management style that is very team oriented. I believe René is ready to take a more senior role like CEO or GM of an organisation. He will be a great asset for any organisation." *June 1, 2007*

[François Cordeau](#), *President & CEO, Roctest Ltd*
managed René at Roctest

"I met René one year ago, when my company SMARTEC merged with the Roctest Group. I would describe him as a clever man and really appreciated meeting him. Because of the distance between the 2 company locations I did not work closely with him, but had the opportunity to make acquaintance with him during several strategic group meetings and also when we asked him his support and consultancy for the reorganisation of SMARTEC production area. I always wondered how he could easily foresee difficulties, study solutions and find the right way. At high level, concretely and being rational, paying special attention to people. His personality is exceptionally uncommon. It was a real pleasure and honour for me to have met him. His experience in life and work is enormous. I wish him even more success in his future!" *May 31, 2007*

[Nicoletta Casanova](#), *CEO and Member, SMARTEC SA, Roctest Group*
was with another company when working with René at Roctest

"I have worked with René over close to three years at Roctest. René is a very respectful and loyal person who has established an excellent relationship with a difficult group of employees. He always places the company's interests before his own. He strongly believes in empowered work teams and has shown clearly his ability to create and maintain such teams with significant positive impact on morale and productivity. His experience with Quality and Productivity Improvement Techniques such as Six Sigma, Lean Manufacturing and Kaisen was a key contribution to the success of the company. He quickly earned the respect of both his employees and colleagues with his skills, experience and attitude. I would not hesitate to hire René in a Senior Management Position in any complex manufacturing context." *May 29, 2007*

[Michel Plante](#), *CFO, Roctest Ltd*
worked directly with René at Roctest

"I had the pleasure of working with René over close to three years at both our Roctest and FISO plants. René is a very respectful and loyal person who always places the company's interests before his own. He strongly believes in empowered work teams and has shown clearly his ability to create and maintain such teams with significant positive impact on morale and productivity. His experience with Quality and Productivity Improvement Techniques such as Six Sigma, Lean Manufacturing and Kaisen was a key contribution to the success of the company. He quickly earned the respect of both his employees and colleagues with his skills, experience and attitude. I would not hesitate to hire René in a Senior Management Position in any complex manufacturing context." *May 16, 2007*

[Sylvain Rioux](#), *VP R&D, Roctest*
worked directly with René at Roctest

"René was instrumental in turning around the production group at Roctest and FISO. He introduced a strong quality orientation, improved working atmosphere and achieved significant cost reductions, finding the optimal balance of internal production and outsourcing. He is at ease with both the traditional workshop environment at Roctest as with the high-tech production line at FISO. René has also supported improvements in the manufacturing procedures at the Roctest's subsidiary SMARTEC." *May 15, 2007*

[Daniele Inaudi](#), *CTO, Roctest Ltd.*
worked directly with René at Roctest

"I greatly enjoyed my work with René. René is an action person. He listens to his team's needs and acts accordingly, strategically and appropriately to always increase his team performance, productivity and satisfaction. He successfully led the project to install a quality monitoring procedure of the entire manufacturing process at Roctest Ltd. For his employees, he also set in place the participative management program which empowers each team individual. René is a well

appreciated and highly valuable manager. During my tenure at FISO Inc., René was my preferred person at the upper management level. I am pleased to refer him for any high-level management position requiring vision and action." *May 14, 2007*

[Alain Pham](#), *R&D Director, FISO Technologies Inc.*
worked with René at Roctest Ltd

"I have had the pleasure of knowing René Habel for over 3 years. During the years of our acquaintance, I have known René in many capacities. He is organized, efficient, versatile, extremely competent, and has an excellent rapport with people of all ages. He has worked hard to build authentic relationships with all employees. He can relate to people in many ways and on many levels. In fact, René's people skills have saved the day for more than one occasion and his efforts have created a happier and more productive team. He is highly respected, as both a person and a professional, by colleagues and employees. René is resourceful, creative, and solution-oriented person who was frequently able to come up with new and innovative approaches and inspired his colleagues to become results oriented and dedicated. His operation management skills have greatly improved my performance and in return enhanced my team's productivity and satisfaction." *May 8, 2007*

[Richard Dunaj](#), *Instrumentation Manager, Roctest Inc.*
reported to René at Roctest Ltd

"René is a very conscientious worker who takes his employees to heart. His handling of operations is precise like clockwork and making sure that production operates within set costs is his priority. René does get involved with sales which makes for tight knit group and helps sales to maintain prices within set margins. You can always count on René when the going gets tough and his experience is always beneficial to people surrounding him. He is definitively a group person that thrives on challenges and will always give you a helping hand. René's experience has made it possible for us to operate leaner and become more competitive in a market where price is king. Low cost and lean manufacturing when approached with experience can give you quite an edge and René knowledge about operation optimization is solid." *April 27, 2007*

[Jean Archambault](#), *VP Sales & Marketing, Roctest*
worked with René at Roctest Ltd

"René Habel has a depth of experience and expertise in operation management that I have rarely seen. Furthermore, he's been involved in large and small High-Tech businesses in Europe and America." *April 24, 2007*

[Jean-Francois Cauchon](#), *Owner, XEOS Imaging Inc.*
worked directly with René at Roctest Ltd

V.P. Manufacturing

XYZ Imaging

"What amazes me the most about René today is that he is still a strong reference for everybody who worked at XYZ .He is a very strong and efficient leader; a master in optimization of tools and people. His extensive knowledge and expertise in Operations and Manufacturing make him the best person for high management position." *June 14, 2007*

[Laurent Couvet](#), *development/production/quality projects manager, XYZ imaging*
reported to René at XYZ Imaging

"I met René when he came as V.P. Manufacturing at XYZ Imaging. He brought a lot of manufacturing processes and strong management skills to bring the start-up company to another level. René became a very resourceful person for every body in the organization. He had a lot of strategies and knowledge while dealing with tough suppliers and always found solutions for both parties. I learned a lot from his coaching even if I was not reporting into him directly and I would recommend him in any high level management position to bring innovation in your business." *June 12, 2007*

[Eric Verret](#), *Opto-Mechanical Specialist, XYZ Imaging Inc.*
worked directly with René at XYZ Imaging

"René is a dedicated executive who brought a strong manufacturing background to our organization. He was able to quickly assess our equipment production situation and was instrumental in streamlining our manufacturing processes and getting the required international certifications that we needed. On top of this René actively participated in our board of director meetings and presentations to qualified investors. René would be a great asset to any manufacturing company and I would not hesitate to strongly recommend him for a senior operations management position." *June 5, 2007*

[Robert Desautels](#), *Vice President, Marketing and Business Development, XYZ Imaging Inc*
worked with René at XYZ Imaging

V.P. Industrial Engineering Services**SET Technologies**

"I have worked with René as a business consultant for a small corporation. I remember him as a great consultant with superior communication skills. He is passionate about what he does. Not only does he have great ideas to suggest but also he has great leadership to ensure the team rows in the same direction to achieve the goals of projects we were implementing. I strongly recommend him, he's a great leader." *May 29, 2007*

[Marc Poirier](#), *Owner, Groupe Doorknob Publicité*
worked directly with René at SET Technologies

"René was responsible for the Industrial Engineering Services Group. He led several projects for different manufacturers (medium and large). He is a team player and he has shown a high degree of expertise in several fields (operation, management, supply chain, business strategy). I have a high confidence in his dedication and his sense of honor. He shows respect to each other, take time to teach the junior resources and has a high sense of responsibility." *May 25, 2007*

[Yanick Thibault](#), *Vice President R&D, SET Technologies*
worked with René at SET Technologies

"René a été responsable de superviser l'équipe de consultation dont je faisais partie chez SET Technologies. René a présenté d'excellentes aptitudes à communiquer avec les différents clients ainsi qu'à résoudre et à escalader les problèmes lorsqu'ils survenaient. Aussi, il était un très bon gestionnaire d'équipe et faisait un suivi serré avec les tâches que nous devons accomplir ainsi que sur les échéanciers prévus. René est une personne très agréable à travailler avec, il a beaucoup d'entregent, est déterminé et son travail démontre sa grande expérience en tant que vice-président ou gestionnaire d'équipe de travail avec ses aptitudes pour diriger, superviser, contrôler et faire un suivi adéquat. Ses qualités sont son leadership, son esprit d'analyse, son haut niveau de communication et son sens des affaires. Il est déterminé, responsable, organisé et peut faire prospérer, sans aucun doute, l'entreprise qui l'embauchera." *May 25, 2007*

[Pascale Plamondon](#), *Consultant, SET Technologies*
reported to René at SET Technologies

"I have worked with René for close to two years and was able to assess his skills and competencies. René is a very thorough professional, he is organized and dedicated. I have seen René worked under significant pressure and still manage to deliver on-time and above to the clients expectations." *May 9, 2007*

[Laurian Brunet](#), *Vice President Sales, SET Technologies Inc.*
worked directly with René at SET Technologies

"It is a pleasure to give you my appreciation of your professional competences as Vice President Industrial Engineering Services at SET Technologies. You joined SET technologies while my arrival as President of SET following recommendations of SET founder, Dr. Benoit Montreuil, who was also your Industrial Engineering Teacher at U.Q.T.R. in 1983-84. Your abilities were well known by people who influenced me choosing you to re-launch SET Technologies. During the 2 years together, I was able to judge your talent and competences. Among the things that impressed me, was your capability to make detailed analysis and to identify real constraints of complex supply chain problems in a multiple constraints environment. You are able to develop voluminous reports with high level of minutiae. Your experience in high technology manufacturing you characterise by an appetite and an exceptional mastering of modern software tools. You have global approach of manufacturing enterprises. Your energy level is remarkable, even after long work hours in a complex environment. I also greatly appreciated your capabilities to deliver on time; even by working all night if required. I was always able to count on your loyalty which I feel will last for ever after. You created and maintained the trust of the SET direction team, including the board of director members who have always appreciated your professionalism. It was the same for all SET collaborators and you were also highly appreciated by all SET customers. If I was to re-launch SET Technologies again, I would not change ma decision of choosing you as my first collaborator. I liked working with you and during the 2 years you were equal to your reputation." *May 4, 2007*

[Jacques Castonguay](#), *President, SET Technologies*
managed René at SET Technologies

V.P. Operations**Alfalight**

"It is with pleasure that I present this letter of recommendation for Mr. René Habel. I have known René since August of 2001, when I recruited him for the position of Vice President of Operations at Alfalight Canada. René was responsible for

defining and implementing all processes and procedures necessary to bring the start-up organization to the level of a world-class manufacturer. Throughout his employment at Alfalight, René demonstrated strong management, organization and implementation skills. He succeeded, within a short period of time, to bring Alfalight to maturity as a site that was able to ship 100% of its orders on time while meeting high quality expectations. There is no doubt that René possesses both the technical and managerial skills necessary to bring value to an organization. He is dedicated, professional and extremely capable. I would gladly recommend him for any position for which these talents are required." *May 25, 2007*

[Mei-Lin Yee](#), *Human Resources Manager, Alfalight*
worked with René at Alfalight

"Mr. René Habel acted as Vice President of Operations at Alfalight, laser packaging R&D division, Montréal, Quebec. Alfalight back in 2001 was a high-tech start up company with headquarters located at Madison, Wisconsin. Currently Alfalight is consolidated in Madison. As V.P Operations at Alfalight, Mr. René Habel brought an excellent support to the creation and development of the operations branch along with R&D activities in Laser packaging division. His large experience in management and deep knowledge of the production and quality tools (6 sigma, Kaizen, Just in Time) allowed the development of an up and running production team in a record time. René dealt successfully with the challenges of a telecom start-up company in a quite difficult period of 2001-2003." *May 10, 2007*

[Ruxandra Bantoiu](#), *Reliability Program Manager, Alfalight*
reported to René at Alfalight

"Rene is, without any doubt, a natural leader. It was very pleasant to work with him and I learned much from him. He's always acts with an exemplary professionalism and he's a keen worker." *April 3, 2007*

[Daniel Deguire](#), *Mechanical engineer, Alfalight*
worked indirectly for René at Alfalight

"Rene is a diligent and organized operations executive who, at Alfalight, established and managed a small but effective operations group in a rapidly growing start-up environment. Rene's style is collegial, he delegates well, and he is responsive to directives from his senior management. On a personal level, Rene is easy to get along with, and I would say that he enjoyed good relationships with his peers and subordinates." *March 15, 2007*

[Richard Murison](#), *VP Strategy and Product Management, Alfalight*
worked with René at Alfalight

Head of Industrial Engineering Worldwide Operations (United Kingdom)

Mitel Semiconductor

"René is a dedicated and innovative senior executive who has led the implementation of many process and system improvements in the manufacturing and supply chain operations of Mitel Semiconductor, (a worldwide telecom IC products provider with operations located in Canada, Sweden and U.K). In retrospective, the initiatives he led have brought up our organization to a truly world-class manufacturer status. René is a committed professional with a deep understanding of leading edge practices designed to improve the operations. Having realized many improvement projects, he is also well aware of the potential impact of the human resource resilience factor that comes with most of change programs and, accordingly he will make sure to bring on board the key people. However, he will not compromise on the ultimate need to improve the efficiency of the operations. I have no hesitation to recommend René as a matured professional executive and as an individual as well." *June 13, 2007*

[Bertrand Massé](#), *General manager - canadian operations, Mitel Semiconductor inc.*
worked with René at Mitel Semiconductor

"It is a pleasure for me to give a feedback about René's work at Mitel. I worked with René from 1989 to 1991 and from 1995 to 2000 approx. René put in place the structure of the IE group of Mitel in the early 80's. He was involved in the implementation of the JIT methodology using Kanban in Bromont facility wafer fab. He implemented an in-house dispatching system for the production line. In the late 90's, he was responsible for the constructions and start up of Bromont's FAB3, a 150mm wafer fab facility. He is a person you can trust with a high level of professionalism." *May 25, 2007*

[Claude Vachon](#), *Industrial engineering manager, DALSA Semiconducteur*
reported to René at Mitel Semiconductor

"During the period from October 1998 to February, 2000, I was engaged on contract as Vice President, Worldwide Operations for Mitel Semiconductors, now Zarlink Inc., responsible for four semiconductor foundries (two in England, one in Canada, and one in Sweden) and a hybrid circuit factory in Wales, as well as for arranging for outsourcing new technologies and divesting facilities. The UK semiconductor operations, newly acquired by Mitel, required much-improved

operational performance to return to profitability. Rene Habel reported to me during much of this period, as Head of Industrial Engineering World Wide Operations, a staff job responsible for the broad task of improving operations at all of the facilities. We were both based at the UK head office at Swindon. Prior to this, he had been Head of Logistics at the Swedish foundry, a difficult turnaround situation. I had known Rene since 1992, earlier in his career, at the Canadian foundry at Bromont, Quebec, and had no hesitation regarding his taking this position to assist in improving the Mitel operational performance. Soon after his arrival in the UK, Rene quickly reviewed the Mitel operations and made proposals that, when implemented, would contribute significantly to improved performance. In my view, the most significant of these was his MRPII program, very broad in its scope and impact on all aspects of operational strategies, plant performance, and resource planning. The program provided the means of focusing the different management groups on priority results, and provided for review of progress on specific aspects to ensure implementation. Rene displayed strong insights and initiative in getting the support of the operations management groups, and in organizing major meetings and follow-up sessions in a difficult environment. In one particular case, one of his detailed inter-plant project reviews highlighted major discrepancies in a new product implementation that resulted in getting the program onto a realistic schedule, thus avoiding embarrassment with customers Rene showed detailed system and management knowledge, initiative, determination, and people skills to obtain focus and results. In my experience, Rene always adds value in his work." *May 1, 2007*

[Doug Gilpin](#), *Vice President, Worldwide Operations (United Kingdom), Mitel Semiconductor*
managed René at Mitel Semiconductor

Head of Logistics (Sweden) **Mitel Semiconductor**

"I worked for René at a time when we were under hard pressure and had a lot of issues to solve. René was a supportive manager who could at the same time guide me in the right direction and also be very demanding for results. He built up the logistics group at Mitel in Järfälla and implemented a lot of new tools, KPI's and processes. He was also very good in interacting with other departments in different strategic matters and he had a great knowledge in what he was managing. I really enjoyed working for René both for his structured way of working, his competence and nice personality. I can without any doubts recommend René." *May 15, 2007*

[Per Carlsson](#), *Master Planner, Mitel Semiconductor*
reported to René at Mitel Semiconductor

"During the first year I was working with Rene at Mitel Semiconductor Swedish site, the company focus was capacity build up by investing in production equipment and manpower. Rene was leading this project and built up a team to achieve the capacity increase targets. I was one of the team members. The second major task was to focus on operation efficiency and Rene was driving business processes and tool developments and implementations. I would like to mention his initiative of implementing the MRP II process including the SOP process which improved our performance significantly. Rene has a strong understanding of Operations / Supply Chain and he can very easily sort out the areas for improvement both for the day to day business as well as for the strategic level. Rene builds his management based on strategic direction and develops operative targets with his direct reports. He is an excellent communicator both formal and informal and he is empowering his staff. He is very demanding but he always supports you with what ever questions you may have. He always has time for you and he is willing to share his knowledge with you in order to make sure that his direct reports understand the strategic direction and how to get there. During the time I worked for Rene, I learned a lot about management and strategic thinking that has been very useful in my career. I really enjoyed working with Rene; he is absolutely one of the best managers I have worked for and I would like to give him my very best recommendation." *May 7, 2007*

[Christer Atterstrom](#), *Manager Material and Purchasing, Mitel Semiconductor*
reported to René at Mitel Semiconductor

"It is with pleasure that I Give my recommendation to Mr. René Habel. Mr. Habel was during my time as IS manager at Mitel Semiconductor, engaged as the company's head of Logistic. Mr. Habel has a very confirm knowledge in the area of logistic in general and Production planning in particular. Mitel Semiconductor was during the time engaged in both semiconductor and optical devices. Mr. Habel handled the logistic for both operations. After Mr. Habel left to work in the UK, I took over the task as Logistic manager. One of Mr. Habels task was to act as my mentor and to give me advice in my new role. Advice that I could not been without, and are deeply thankful of. I Hope only the best for René in the future" *March 15, 2007*

[Hans Cederberg](#), *Owner, Acceptus*
worked indirectly for René at Mitel Semiconductor

Director Projects

Mitel Semiconductor

"Rene is a manager who knows how to deliver the expected results by guiding and directing his staffs with much of judgment, listening and organization. Rene is recognized as being an excellent communicator and visionary with strong aptitudes in management, risk analysis and planning. He is very appreciated of his colleagues and leaders. He is also very concerned of all the aspects surrounding the projects such as the environment, product's quality or health and safety." *May 22, 2007*

[Manon Duclos](#), *Project engineer, Mitel Semiconductor*
worked indirectly for René at Mitel Semiconductor

Manager Industrial Engineering

Mitel Semiconductor

"Rene began to work as Industrial Engineer at Mitel Semiconductor CMOS Wafer Fab in Bromont, Quebec, Canada in Sep 1985. He became later supervisor and manager of the industrial engineering department. Rene left Mitel Bromont in August 1996 for Mitel Semiconductor in Sweden, a new facility bought by Mitel in March 1996. Amongst major realizations of Rene were the set up of Just in Time production flow and scheduling systems, not to mention lean manufacturing and self directed team implementations. With these realizations, Rene succeeded to optimize manufacturing in order to maximize output, to minimize the fabrication cycle time, to optimize customer delivery performance and to maximize the survival rate of wafer outputs. I really realized all the benefit of Rene's work provided when I was in the position of benchmarking Wafer Fabrication performances as I was design and foundry services sales engineer selling products coming from the three Mitel Semiconductor Wafer Fabrications. Rene provided tools and systems to put Mitel as a leader in manufacturing optimization and efficiency. Mitel Semiconductor won several mentions from Motorola; they even were recognized by Motorola as best supplier. Rene is mastering operations of complex organization and I am pleased to recommend Mr. René Habel to your organization." *May 8, 2007*

[Jean Audet](#), *Sales and Marketing Coordinator, Mitel Semiconductor now Zarlink*
worked with René at Mitel Semiconductor

"One of the first qualities that I noticed in René were his excellent people skills. While we did not work in the same group and even though I was "just" a junior engineer at the time, it was always easy to approach René with questions for which he was always ready to take the time to answer. He did a fantastic job of setting up Mitel's semi-autonomous team structure and via his role as manager of the industrial engineering group, René contributed significantly to the vast improvement in the plant's production efficiency. In my opinion, it is this work which has helped to keep the Bromont facility in operation to this day while many other similar operations have failed since the tech boom. I consider myself very fortunate to have had the opportunity to work with such a dedicated, talented and affable individual." *March 25, 2007*

[Vito Logiudice](#), *Process Engineer - Diffusion, Mitel Semiconductor*
worked with René at Mitel Semiconductor

Industrial Engineer

Mitel Semiconductor

"As Industrial Engineer, Rene first realization was to build a dynamic capacity model of the Wafer Fabrication that allowed simulating dynamic bottlenecks as function of product loading and mixing (numbers of wafers and process mixes). This mandate was a real challenge because Wafer Fabrication is a very complex manufacturing; it is not line processes, neither dedicated lines. It is a continual loop processing using dedicated equipment depending on the process step. To add to the complexity of the capacity model, the Wafer Fabrication of Mitel was a very particular one compares to the semiconductor industry; the manufacturing was not dedicated to one product neither to one process but was used to fabricate many products using many CMOS processes. With this realization, René helped to put Mitel as a leader in manufacturing optimization and efficiency." *May 8, 2007*

[Jean Audet](#), *Product / Circuit engineer, Mitel Semiconductor now Zarlink*
worked with René at Mitel Semiconductor