

March 4, 2006

To Whom It May Concern:

Fred Webberking was employed as a Lean Process Engineer at Fabri-Kal's Piedmont plastics packaging plant from April, 2007 until a reduction in force in January of 2009. During his tenure at Fabri-Kal, Fred worked primarily on implementation of Lean Manufacturing, 5S and Six Sigma. Fred brought a wealth of knowledge in these principles to Fabri-Kal and with his guidance, our plant made great progress in our journey to become lean. He was very professional and displayed a true passion for his task.

As Fred's immediate supervisor, I considered him to be both a good employee and a friend. It is with great regret that the current economy has forced us to continue our lean journey without Fred's assistance. His expertise will be truly missed. He would be a great asset to anyone considering transforming their operation to lean.

Sincerely,

A handwritten signature in dark ink, appearing to read "A Thake", written in a cursive style.

Andy Thake
Plant Engineering Manager