

To Whom It May Concern:

This letter is my personal recommendation for Mr. Fred Webberking. Until recently, I have been Fred's immediate supervisor for several years. I have found Fred to be consistently pleasant, tackling all assignments with dedication and a driving sense of urgency.

Besides being a joy to work with, Fred is a take-charge person who is able to present creative ideas and communicate the benefits. He has successfully assisted in the development of a strong lean manufacturing culture throughout the facility. This effort resulted in a significant reduction of manufacturing costs without capital investment.

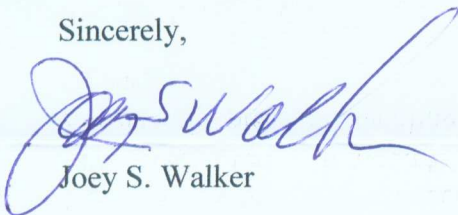
Although he was a tremendous asset to us in the area of continuous improvement, Fred was also extraordinarily helpful in other areas of the company. He assisted in the development of a strong sustainable TPM program. He assumed a true leadership role, inspiring and motivating other associates.

Fred is also highly respected by his co-workers for his willingness to help anyone anytime he can. He is well organized, diligent in his paperwork, easily reachable and always on time.

I highly recommend Fred for employment. He is a team player and would make a great asset to any organization.

Please feel free to call me at (864) 704-4021, and I will be happy to discuss Fred's successes in detail.

Sincerely,

A handwritten signature in blue ink that reads "Joey S. Walker". The signature is stylized and cursive.

Joey S. Walker