



25 February 2005

To Whom It May Concern:

This letter is submitted on behalf of Fred Webberking. Mr. Webberking began work at Alfmeier in 1999 as a Maintenance Technician, where his skills were essential to the operation and expansion of Alfmeier Corporation, a subsidiary of Alfmeier Prazision.

As a Maintenance Technician, Mr. Webberking's responsibilities included participation in assembly and molding equipment maintenance, reducing and eliminating downtime, working to achieve operational goals and objectives, providing technical support during production and trouble shooting, insuring product quality, and participating in kaizen (continuous improvement) events.

Mr. Webberking was then promoted to the position of Assembly Maintenance Team Leader. In this capacity, Mr. Webberking organized, staffed, planned and directed the assembly maintenance area in support of the company's objectives. He was responsible for maintaining his budget for operating expenses, supervision of all maintenance technicians, providing technical support, problem solving, and setting up the plant wide TPM program which included setup of the entire TPM system including all associate training.

When the position of Assembly Maintenance Team Leader was eliminated due to company reorganization, Mr. Webberking was given the role as Senior Maintenance Technician and TPM Coordinator for the plant, where he continued to develop and excel in his lean manufacturing knowledge.

While working with Alfmeier Corporation, Mr. Webberking maintained a high level of quality, expertise and dedication. He has been a great help with improving manufacturing processes and developing and improving plant wide systems.

During this period, Mr. Webberking received training in 5S Principles, Cost of Quality, 8D (Ford) problem solving, SMED analysis (quick changeover), Toyota production system philosophy, and various other lean manufacturing techniques.

Mr. Webberking was a great addition to the team at Alfmeier Corporation, and we wish him well in his future endeavors.

Sincerely,  
Bryan Lewis  
Senior Manufacturing Engineer