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October 11, 1999

To the family of Fred Webberking

October 15, 1999 is **Employee Appreciation Day** at Alfmeier Corporation!

We consider the family members of our associates as an extension of the Alfmeier team. We realize that you have had to struggle and sacrifice along with us as we continue to build a successful company that strives to provide its associates with a safe, enjoyable working atmosphere in addition to assuring long term employment.

The purpose of this letter is to express our appreciation for your patience and support through "the growing years" of Alfmeier Corporation.

We are very proud of each and every one of our associates and what they have contributed to Alfmeier Corporation. We realize that our associates are our energy and assure our success as a company. We recognize that you have also contributed to this success.

Again we would like to recognize you, as a family member of an Alfmeier associate, during our celebration of "Employee Appreciation Day" at Alfmeier.

Because ...

None of us is as good as ALL of us.

Sincerely,

Dean Davidson
Vice President, Operations

Markus Farrenkopf
Vice President, Engineering

Rainer Mayer
Vice President,
Business Development and
International Strategy