



To Whom It May Concern:

I have known Adam for over 10 years. He is a talented, capable individual with the essential abilities for success in business. Adam has a strong work ethic. He has excellent leadership skills and a natural, comfortable way with people.

In my role as C.E.O. of O.C. Tanner Company, I have interviewed many candidates for management positions. (Our company employs 2000 people with 250 in management.) Adam is the kind of a person who would strengthen a company. He is honest, dedicated and highly motivated. He has good judgment. I see him as a team player, able to adapt well to changing conditions.

Sincerely,

A handwritten signature in cursive script that reads "O. Don Ostler".

O. Don Ostler

ODO:dlb