Corporation

Vice President
Sales & Marketing

September 27, 2004

To Whom It May Concern:

Andy Gole and I have worked together for over ten years while Andy was representing our decorative tin product line. Andy distinguished himself in my view in a number of ways. Andy is:

- Innovative – always looking for a creative way to improve the relationship to the mutual satisfaction of all parties.
- Self-Starter – when an idea takes shape he considers how it will help both parties and takes the initiative to present it to those concerned from their perspective.
- Persistent – once a concept has been refined he pursues his goal with a single-minded determination to achieve that goal.
- Manager – demanding but fair to his people and in return they worked hard for him.

Andy is a very bright and driven individual who challenges himself to perform at his peak level every bit as much as he challenges others to do the same.

If you have any questions about Andy I would be happy to take your phone call at the number above.

Sincerely,