

Subject: Recommendation for Greg Nowak

September 23, 2010

To Whom It May Concern:

I have known Greg since he was a young teenager and watched him grow to the man he is today. Greg also worked for my Company for 15 years. He was hired by my company because of his marketing and creative skills and frankly because I knew through my association with him he would be the kind of employee we value. Unfortunately economics required us to eliminate his job with us.

During his tenure with my company Greg had responsibility for creation of our sales literature, websites, electronic media, corporate publications, supporting engineering product configurations, sales support and a number of other duties. He was responsible for direct contact with media professionals at a number of our distribution network customers and directed our advertising through them and national publications. Greg was instrumental in moving the Company from almost total reliance on printed media to a mix of new technologies and printed material. He also upgraded our tools and processes to for developing our marketing and other materials. He is skilled in all these arenas of marketing and sales support.

Of equal importance to us is an employee's department with fellow employees and outside stakeholders. Greg was outstanding in all regards. He was liked and respected by everyone he had occasion to contact. He is reliable and a hard worker and demonstrated to me the potential for unlimited growth in the organization. I recommend Greg without reservation to a potential employer. If you would like further insight on my experience and opinion of Greg please call me at the phone number on the letterhead.

Sincerely,



Robert L Bauman
President and CEO