



January 28, 2005

To Whom It May Concern:

We have been working with Ron Feldstein and The Roman Group, since November 2001. Ron has exceeded our advertising expectations in the area of designing ads, recruitment brochures and recruitment materials. He also designed promotional materials for our in-house recruitment plan. He was instrumental in designing and coordinating the release of a recruitment postcard program.

Ron can be depended upon to meet deadlines, handle special projects and does a great job anticipating our needs. It is a pleasure working with Ron & The Roman Group and recommend him for your advertising needs.

Sincerely,

A handwritten signature in black ink that reads 'Cynthia C. Reynolds'. The signature is written in a cursive, flowing style.

Cynthia C. Reynolds  
Human Resources Specialist.