



June 8, 2003

To Whom It May Concern:

I would like to extend this letter of reference for Trip Reynolds. I have known and worked with Trip for 12 years. He is not only a friend but also my mentor.

His Human Resources background is extensive working in the public sector and private sector. He is able to adapt and use his expertise in any industry. Since I've known Trip he has worked in a hospital environment, banking and public sector. He also provides consulting services in all areas of Human Resources.

As an HR Manager, I have worked primarily in the manufacturing and food industry since 1995. While Trip has not worked in the Food Industry, I have requested his HR expertise many times and he successfully helped me through many HR situations ranging from employee relations, compensation and training. He has also helped me in starting my own consulting career.

I recommend Trip Reynolds to any employer that is looking for a seasoned, proactive and innovative person. You would not be disappointed.

If you have any further questions, please feel free to call me at my office (209) 830-3104 or cell phone (209) 614-3625.

Sincerely,

A handwritten signature in black ink, appearing to be "Liz Laurel", with a stylized, flowing script.

Elizabeth "Liz" Laurel
Human Resources Manager