

October 18, 1994

TO WHOM IT MAY CONCERN;

I am writing on behalf of Jerry Neloms, who has worked for me as Broiler and Sautee Chef at one of my restaurants for four years - Frank's Steak House at 2310 Mass. Avenue, Cambridge, MA.

Jerry is an extremely hard-working man who has been incredibly dependable and reliable. He has *never been late or absent*.

I recommend him highly.

Very truly yours,

/s/ Bill Ravanis

Bill Ravanis

P.S.: You may call me at either 617-547-1228 or 617-661-0661 for confirmation. If you cannot contact me by 'phone, you may call my son Bill, Jr. or George at 617-661-0661.



February 5, 1999

Dear Jerry,

Thank you for your superb professionalism and teamwork. I know Laura SEN, Paul BASS and Ed BEEVERS will enjoy your work of art.

You have my deepest gratitude.

Sincerely,

A handwritten signature in black ink, appearing to read "R. R. SAREERAM". The signature is stylized and written in a cursive-like font.

R. R. SAREERAM
Senior Vice President, Logistics