



To whom it may concern,

Hi-Tech Engineering is an OEM for processing Polyurethane chemicals. This involves total equipment design utilizing hydraulic systems, chemical process systems, and material handling systems.

David Hortman was employed by Hi-Tech Engineering as a design engineer for a variety of applications on equipment design as required by the custom equipment furnished by Hi-Tech Engineering.

During David's employment, he proved to be a reliable self starter and was able to complete projects unsupervised and in a timely manner. His work was complete and professional. Much of his work required interaction with the production personnel, which he did very well.

David has a very likable character and got along with everyone at Hi-Tech without exception. He was dependable. He always got the job done.

Due to management decisions to cut back in personnel, unfortunately David had to be released since he had the least seniority. Should business opportunities in the future warrant the hiring of a "good" engineer, David would be our first choice.

Please feel free to contact me should you have any questions about David Hortman.

Sincerely

A handwritten signature in black ink, appearing to read "Otto A. Huiber". The signature is fluid and cursive, with the first name "Otto" being more prominent than the last name "Huiber".

Otto A. Huiber

President, Hi-Tech Engineering (616)-957-4030-ext.19