



R.E.D. Stamp Inc.

...providing a superior option for your cigarette stamping requirements, with service you expect.

October 20, 2009

Note: Called back soon after this temporary layoff.

Re: Dave Hortman – Letter of Recommendation

To Whom It May Concern,

As with many organizations, we have seen a downturn in business this past year. And as a result, we had to make manpower adjustments in order to weather the storm. Dave was laid-off as of October 16th this year.

Dave has been a valuable asset since joining our team in 2002. He has a proven track record of accomplishments in multiple areas: mechanical design and detailing, technical writing, graphic arts and trade show logistics. Dave has worn many hats here at RED Stamp Inc. He is a highly dedicated, conscientious and detail oriented individual. I would recommend him for anybody's team.

Please feel free to call me as a reference.

Regards

Jack Spaans

Engineering Manager

RED Stamp Inc.

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