



November 19, 2004

To whom this may concern,

The intent of this letter is to express my confidence in Glenn Allen.

I am a Cost Accountant working for a manufacturing company and over the past several years Glenn and I have worked closely together on many planned and crisis driven projects.

Glenn could always gage the urgency of the situation and apply his skills to the issue and deliver a solution on time. Over the years I have had to call on Glenn numerous times and his service has proved to be invaluable.

Whether it was troubleshooting a custom report or creating new reports to help facilitate my job, Glenn has always risen to the occasion.

It is this work ethic along with his desire to take on new challenges that has given me this confidence. I truly believe that you will find him to be a quality candidate.

Sincerely,  
Anthony G. Visco



August 24, 2001

Dear Glenn:

I would like to thank you for your efforts with the successful implementation of the SAP conversion. The success of a project of this magnitude is dependent on those that were willing to go the extra mile. I would like to recognize your contribution as one that understood and embraced the fact that SAP will be the foundation on which PPC will build its' future.

Your continued commitment to utilizing SAP with the goal of working smarter and more efficiently will help our company grow and prosper. We look forward to the months and years ahead implementing the additional functionality SAP provides. Your continued support will be crucial for us to realize our goals.

Congratulations on a job well done.

Sincerely,

Gail Cawley