



Lapeer Metal Stamping Companies, Inc[®]
A HISPANIC MINORITY COMPANY

August 11, 2008

To Whom It May Concern:

This letter is written as a professional reference for Wayne Russell who was contracted by Lapeer Metal Stamping to assist in a multiple plant consolidation objective.

Wayne is unquestionably one of the best engineers I've ever had the pleasure of working with. He is methodical, well planned, pays attention to detail, and works extremely well within a team environment. Our employees frequently ask when Wayne is coming back to work on another project. I find this important because most people don't like change but somehow Wayne has the innate ability to make change fun and inspire those who work around him. Because of this innate ability I believe Wayne is truly one of the best in his respective field.

Mr. Russell has shown multiple talents during our consolidation with a particular strength in leaning out processes and developing processes with efficient material flow. Because of this we have reduced or WIP and F/C inventory levels by over 5 million dollars while increasing our production efficiency by over 14%. I would personally recommend Mr. Russell for any process driven company that wants to improve their operations.

Please feel free to contact me regarding any questions you may have about Mr. Russells performance while contracted at Lapeer Metal Stamping.

Sincerely,

Chris Carrie
GM
Lapeer Metal Stampings Inc.

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