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DATE: July 29, 2008
TO: Whom it may concern:
FROM: Tim Tiffin, President of Tiffin Motorhomes, Inc.
SUBJECT: **Letter of Reference for Wayne Russell, Manufacturing Consultant**

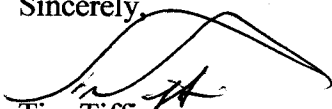
We first met Wayne Russell in 2001 during a large engagement we had with another consulting company of which he was apart of the team. He served as the Project Manager of the Wiring Harness Evaluation Team. When the evaluation ended and that project began Wayne was reassigned to the Full Body Painting Department where he quickly made significant improvements to thru-put, increased capacity and implemented changes resulting in large cost savings amounts totaling over \$1.1 million dollars annually.

After we built our new state-of-the-art painting facility in Mississippi we brought Wayne back in because our painting costs and overtime were high and capacity and thru-put were too low. In addition we had a tremendous bottleneck with quality control causing major delays, work stoppages, rework and increasing inventory levels. Wayne time studied our current all-in-one style of painting and then developed the methods, layout and manning requirements for his new method of progressive assembly line flow method of painting which he implemented with a huge increase in capacity, improved quality, reduced overtime, drastically decreased operator training time which resulted in a huge cost reduction for the company. He also solved the quality bottleneck. In addition he did a number of other projects there which totaled a combined annual savings in excess of \$900,000.

In 2006, after many changes and expansions to keep up with our growing motorhome sales, we brought Wayne back once again to address the productivity and high costs associated with our large 100,000 square foot cabinet shop. Wayne quickly went to work reducing over time from 11% to 2%; increase the hardwood cabinet capacity from 3 to 4 units per day; designed and implemented lean manufacturing cells for the overheads and galleys and started the lean conversion ball rolling; started the solid surface scrap reuse program; improved and increased capacity of the finishing department; implemented a scheduling system into the cabinet shop; trained and Industrial Engineer in time study; instrumental in starting the cabinet glazing process and contributed to a very smooth cabinet transition from 2006 to 2007 model year changes. Total documented annualized savings were \$815, 913.

In conclusion, we have been extremely satisfied with Wayne and his ability to produce results. I would not hesitate to recommend him to anyone needing to reduce costs, increase production, eliminate wastes and establish order to their manufacturing processes as he is extremely skilled in all aspects of Industrial Engineering. In addition, his work ethic and moral standards contribute to his continuing success.

Sincerely,



Tim Tiffin
President