

3M Abrasive Systems Division

3M Center
St. Paul, MN 55144-1000
612/733 1110



November 17, 1998

Dear Sir or Madam,

I am writing this letter of recommendation at the request of Chad Brabec. Chad has worked for 3M over the course of the last year as a contract lab technician under my direct supervision. I am a product developer for 3M developing products used in the home and construction markets. Chad has continually impressed me with his work ethics and creative thinking. His major activities have revolved around setting up test methods for ISO certification, training new employees, performing routine analysis and generating alternate coating and testing techniques. In this capacity he has worked virtually unsupervised, networked with other 3M employees and initiated new product ideas. In one instance, Chad developed a new product idea which is currently in the Field Test stage. In addition to the above mentioned skills, Chad also possesses excellent observational skills, articulates technical data well and communicates well with colleagues and management. Chad has been a very valuable employee and if it weren't for downsizing measures taking place within 3M, he would still have a position with us.

I would like to take this opportunity to recommend Chad for employment with your company and would be glad to discuss Chad's 3M work experience with you. If you have any question please call me at (651) 737-6102.

Regards,

A handwritten signature in black ink, appearing to read "William D. Joseph".

Dr. William D. Joseph
Product Development Specialist