



Imation Corporation
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February 13, 1998

It is my pleasure to recommend Mr. Chad Brabec for employment within your organization. For the past year, he has supported commercialization of a new plate product within the Metal Plate Laboratory of the Printing & Proofing Business at Imation. As a member of our development team, Chad has contributed to the successful launch of this exciting new product in various ways, including:

- Press Test & Evaluation
- Print Characterization
- QA Analyses
- Lab Operations
- Team Communications

Chad's efforts in these areas, as well as his commitment to overall team goals, most certainly played a role in our success. Due to strategic changes in the business, we have been forced to significantly reduce lab headcount. As a result of this action, we are not able to retain Chad on our staff. He has been a valued member of our team and I am confident that he will be an equally valued contributor to your team as well. I enthusiastically endorse his consideration for employment within your organization.

Sincerely,

William W. Durand
Laboratory Manager
Metal Plate R&D
Printing & Proofing Products