

SCHNEIDER & CO.

MANUFACTURERS REPRESENTATIVES

CORPORATE OFFICE:
2600 EATON RAPIDS RD.
LANSING, MI 48911
(517) 394-5770
FAX: 517-394-6787

March 15, 1991

TO WHOM IT MAY CONCERN:

Margaret Allen was employed by Schneider & Co. as the Office Manager from July 13, 1987 to June 1, 1990, and as an outside sales representative from June 1, 1990 through March 15, 1991.

Schneider & Co. has been adversely affected by the economic downturn and we were forced to close one of our branch offices and permanently lay-off four employees. The decision of who to lay-off was based solely on seniority, and unfortunately Ms. Allen was among those with low seniority.

As Office Manager, Ms. Allen was responsible for the general office management and accounting functions for the Lansing Corporate office and our branch offices. Her responsibilities included supervision of five office personnel in the accounts receivable, accounts payable, data processing, purchasing and sales processing areas. She was also responsible for monthly financial statement preparation and analysis; payroll preparation, including preparation and filing of tax returns; cash flow analysis; sales compilation and reporting and projections; pension administration and personnel duties for 15 employees.

When Ms. Allen began her employment with Schneider & Co. we had been without an Office Manager for two years. Our offices also were not computerized. Within one year or less Ms. Allen had selected, installed and implemented a networked computer system. She trained and supported the office staff in the use of the computers, and accounting, word processing, database and spreadsheet software. We were extremely pleased with her abilities to organize and manage the functions of our offices.

Taking into consideration Ms. Allen's congenial personality and her ability to communicate well with people, we felt she was an excellent candidate to become an outside sales representative. She also had learned the product lines of the 25 principals that we represent. That is why in April 1990 we offered her an outside sales position. Knowing that sales had been declining, Ms. Allen accepted the position with enthusiasm, feeling that she could help make a difference in the economic stability of Schneider & Co. She selected and trained an individual to take over her position as Office Manager and began the sales position in earnest in June 1990. She was able to generate several new accounts, increase sales in active accounts, and bring back old customers we had lost. We were very pleased with her efforts in this position as well.

DETROIT OFFICE
2824 Landsdowne
Drayton Plains, Michigan 48020
(313) 666-1677

FRANKENMUTH
1029 S. Main Street
Frankenmuth, Michigan 48734
(517) 652-6176
FAX (517) 652-2690

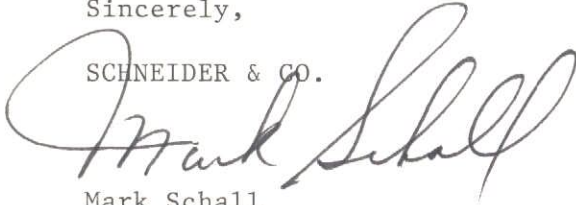
INDIANA OFFICE
Hwy. 32 West, P.O. Box 311
Westfield, Indiana 46074
(317) 896-5065
FAX (317) 896-2438

Letter of recommendation for
Margaret Allen, Page 2
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It was with regret that we were forced to permanently lay-off Ms. Allen. We found her to be an extremely proficient, conscientious and trustworthy employee. I would encourage you to seriously consider Ms. Allen for any position for which she applies and would be more than happy to discuss her capabilities with you if you would like to contact me at Schneider & Co., 1-800-292-2605 or (517) 394-5770.

Sincerely,

SCHNEIDER & CO.

A handwritten signature in cursive script, appearing to read "Mark Schall". The signature is written in dark ink and is positioned to the right of the typed name "Mark Schall".

Mark Schall
President

MS:sm