



July 27, 2006

Dear Hank,

After 4 wonderful years working with you, Homer and I want you to know how grateful we are to have had your expertise and leadership. You agreed to join our company at a time when things had become a bit tumultuous for us, having unexpectedly lost a partner and acting president.

To this day, it amazes me how quickly you picked up the reins, learning the product line, studying the customer base and the sales approach. Your hands on attitude impressed not only us, but the employees, also, earning you their respect more quickly than we could have hoped.

But, more importantly, Hank, you exhibited a moral attitude, one of honesty and frankness. In all the 20 plus years that Homer and I have worked together, I had never experienced working with a manager as direct, yet considerate and thoughtful, as you. You never hesitated to ask for an opinion, nor to admit error...which was seldom necessary. You were refreshing!

You agreed to take on the responsibility as CEO for 2 years, and we kept purposefully quiet, as you continued for a total of 4. Now that we've sold the company, for which you took complete responsibility, you continue to reach out to us, and others, doing everything you can to encourage self confidence, individual success, and a faith in one's fellow man.

We felt honored to call you a friend, rather than an associate, and look forward to many more years knowing you and your wonderful family.

Best Regards,


Nina Eaton