

RPM

MATERIAL HANDLING CO.

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*A Division of
Clarklift
of
San Diego, inc*



Friday January 12, 2001

John Caspole
The Assessment Specialists
1859 Sunset Hills Dr.
Carlsbad, CA 92008

Dear John:

With unemployment at a historic low, we worked diligently in 2000 to find help supplying our client's material handling needs.

High ethics and values have always guided our company. When we make a commitment, we are good to our word. While other companies may have had to compromise in some areas in 2000, I am pleased to share with you the Step One survey helped us insure new hires reflect the values and ethics have worked many years to gain!

Today when we hire an employee we are confident in reviewing the results of the Step One we can be confident new hires reflect our tradition and commitment to honesty, work reliability and work ethic! Thank you for introducing us to such a useful tool.

Sincerely,

A handwritten signature in cursive script that reads "Mike Grady". The signature is written in black ink and is positioned above the printed name and title.

Mike Grady
Vice President of Operations

NOTICE!

Please respect the time and
generosity of our client.
Our clients send us letters
expressing their appreciation
for our products.

They request:

Please! No Phone Calls!