

The logo for Belcan, featuring the word "Belcan" in white, bold, sans-serif font on a dark blue rectangular background.

Engineering Services Inc.

10200 Anderson Way
Cincinnati, Ohio 45242
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April 26, 1992

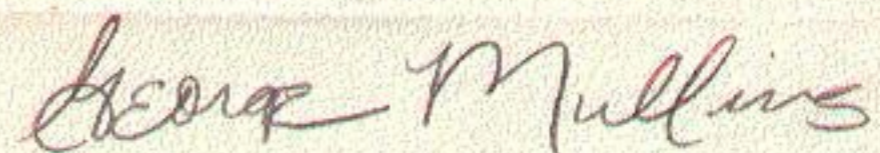
Dear Sir:

I would like to take this opportunity to recognize the abilities of Mr. Bryon Lewis. Bryon has displayed his diversity in design, layout, and engineering; and has shown an advanced knowledge and skill in computer programming and operation.

His development of several CAD routines has increased our productivity and will result in reduced final costs to our clients. His experience in the electrical crafts trade has proven invaluable in laying out and design of electrical systems.

I highly recommend Bryon as an industrious and motivated worker. He has displayed varied expertise and skills. He has the abilities to shift from task to task and works well with his peers.

Sincerely,

A handwritten signature in cursive script that reads "George Mullins".

George Mullins, P.E.
Senior Electrical Engineer