



March 5, 1999

Mr. Jim Gilreath
Gilreath Weatherby, Inc.
Post Office Box 1483
3 Hidden Ledge Road
Manchester ByThe Sea, MA 01944

Dear Jim:

This letter is written as a reference which you can use with potential clients.

From my viewpoint as the successful candidate for the position of President and CEO of The Felters Group, I found you to be extremely thorough and detailed in your research into my qualifications, and that same thoroughness carried through on my reference checks. Additionally, the information you provided me about the company and, more importantly, the investor group was very helpful in convincing me of the potential benefits of joining this company. I also appreciated the face-to-face meetings with two key members of this group and your preparation of myself prior to these meetings. Your openness and honesty, and willingness to provide all pertinent data convinced me that The Felters Group was truly a great opportunity and a perfect match for the skill set I had. In the intervening two years since joining the company, I found your assessments to be accurate and Felters today is a true success story with shareholders' value tripling in the last two years.

Please feel free to use this letter of reference in any way you see fit.

With best regards,

Roger A. Fehrman
President & CEO

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