



SAINT-GOBAIN  
ABRASIVES

October 27, 2000

Gilreath Weatherby Inc.  
James Gilreath  
P.O. Box 1483  
50B Brook Street  
Manchester, MA 01944

Dear Jim,

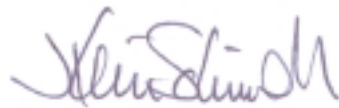
It has been some time since you completed the searches for two key strategic positions for Saint-Gobain Abrasives. I just wanted you to know how much we appreciated the work that you put into these searches and the successful completion of both.

As I mentioned to you throughout the process, we have never experienced the thoroughness and exacting preparation and research that you provided during your association with us. I must admit that it was unnerving for me and for some of those involved in the process who had never had this experience before. However, the final proof of the work that you were doing was the quality and fit of the candidates that we ultimately hired.

Both candidates, now incumbents, have quickly become integral parts of their respective organizations, providing expertise, insights and direction in a manner consistent with our expectations. I believe that this again reflects the very comprehensive manner in which you go about your business. Your communication, documentation and follow through all serve to distinguish you in your field.

As opportunities develop in the future, we look forward to working with you again. Thank you again for your support and guidance through a challenging but successful search.

Best regards,



J. Kevin Schmidt  
Vice President, Human Resources —  
Abrasives North America and Asia