

**Star Manufacturing  
International, Inc.**

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**Frank J. Ricchio**  
President & CEO

February 16, 2001

James Gilreath  
Gilreath Weatherby, Inc.  
PO Box 1483  
Manchester by the Sea, MA 01944

Dear Jim,

I hope everything is going well for you personally and business wise. Everything here at Star continues to motor along and some real great Star news, we secured a \$4,000,000.00 order from one of our major national account customers about 6 weeks ago. We are in the midst of producing the order, this has been a real boom to our yearend business as we closeout our fiscal year in a couple of weeks.

I know you have been very anxious to hear how our new VP of Operations, Rick Hargis is doing down in Smithville, well he is doing a great job for us and I am very pleased with him and what he is getting accomplished in only a little over 5 months on the job.

You did a great job on the search and delivered everything that you promised you would. The candidates that you presented were all well qualified and I think could have delivered on what my needs were, but I'm really pleased with Rick because he not only can do the job we need but he is a great fit with our management team and I feel a great long term addition to our team. Time will tell, but I'm excited.

I really appreciate the job you did and I enjoyed working with you. If we ever have a similar need I won't hesitate to call on you.

Sincerely,

A handwritten signature in purple ink that reads "Frank Ricchio". The signature is written in a cursive, flowing style.

Frank Ricchio  
President and CEO