

November 5, 2001

To Whom It May Concern:

I am please to recommend Jim Gilreath, of Gilreath Weatherby, Inc., for high level executive searches.

Jim successfully filled a vice president & general manager position for us one year ago. His commitment was to provide us with two to three eminently qualified, hireable individuals, leaving us with the task of performing chemistry and cultural fit evaluations.

Jim's approach was very comprehensive, with a lot of time invested up front in understanding our company and the specifications of the job we were trying to fill. Jim did an incredibly detailed job of reference checking and credentials verification. By the time the candidates reached our door, they had been through a very extensive, time-consuming qualification process, one a candidate only casually interested in the position is unlikely to endure.

Jim delivered on his commitment, and presented us with three very qualified candidates. The individual we hired has been a solid performer and great cultural fit.

I will definitely look to Gilreath Weatherby for similar searches in the future, and I am happy to recommend Jim's recruitment services without reservation.

Sincerely,



R. Jeffrey Bailly
President & CEO

GILREATH WEATHERBY RECOMMEND 103001/lcj