

300 East 48th Street
Holland, Michigan
49423

616/820-2500

March 7, 2008

Ms. Bobbie Twa
17605 168th Avenue
Spring Lake, MI 49456

Dear Bobbie,

Trans-Matic would like to thank you for support you have provided us over this past year. You worked with several of our employees who were transitioning into another phase of their career, outside of the company. In each situation, we clearly had a successful outcome for all parties involved and were able to show them dignity and respect.

Your assessment tools, resources, and coaching are effective. Your approach to individuals is encouraging, yet challenging. Your services are effective because you are support from an outside resource.

We look forward to partnering with you in the future. Our best regards to you personally and to the success of Changing Directions.

Sincerely,



Carol A. Stewart
V.P. of Human Resources

Trans-Matic Manufacturing
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