

Gary Layne

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To whom it may concern:

As General Manager and President of Aristech Acrylics LLC for almost 27 years until I retired in 2002, I had the pleasure of working with Larry for almost 15 of those years. Larry began his career with us as a salesman responsible for maintaining an established customer base as well as pursuing new customers and applications for our General Purpose Acrylic Sheet (GPA). A product line that is extremely competitive with high volumes and low profit margin requiring a very diligent and persistent effort to maintain and even expand its marketing base.

Larry was successful in building an excellent rapport with his customers, and within the many various trade associations utilizing our products. Due to his diligent efforts Larry was eventually promoted to Product Manager for our General Purpose Acrylic Sheet. His responsibilities included the development and submission of marketing, pricing, and advertising strategies for inclusion in our monthly, annual and five year business plans. He also acquired the responsibility of working with and directing the efforts of our field salesmen for our GPA Sheet Products throughout North America. He also was responsible for assuring that customer orders were produced and shipped on a timely basis and that customer inventories were maintained at proper levels and for participating in settlement of customer complaints when they arose. During the years that I worked with Larry, his efforts and dedication to our company and its objectives played a major role in helping us to substantially increase our sales revenues and profit margins year over year.

Larry was a very dedicated and conscientious employee, not only toward his product responsibilities, but in his interaction with his fellow employees and management. With his sales and management experience in marketing, Larry should be able to continue to assist any business with the opportunity for growth and success in the future.

Yours truly,

A handwritten signature in cursive script that reads "Gary Layne". The signature is written in dark ink and is positioned above a faint, light-colored horizontal line.

President Aristech Acrylics LLC, retired