



1105-1155 Harwood Street  
Vancouver, B.C. Canada  
V6E 1S1

To: Stephen Davids

From: Dennis Shouldice, Canadian Business Development Manager

Date: June 25, 1993

Subject: Reference

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Stephen,

I was shocked to hear that you would no longer be my Regional Manager. I have always felt that you were the best boss that I had ever had. Your constant encouragement created an environment where I felt the freedom to do the best that I could.

Numerous of our customers have also displayed surprise that you would be leaving. I know that you were well liked.

Your enthusiasm and high personal drive will serve you well wherever you may choose to go. You were always able to find a creative solution to difficult situations.

If I can be of any assistance in providing a reference please feel free to call.

Yours truly

A handwritten signature in black ink, appearing to read 'Dennis Shouldice', written in a cursive style.

Dennis Shouldice, A.Sc.T.