

January 18, 1992

James Fournace

President/Owner, Inter Pack Industries (Owner of Manufacturer's Folding Carton)

RE: Letter of Reference and Recommendation for Charles (Chuck) Parish

To Whom It May Concern:

I first met Chuck in 1985 when I hired him as a night janitor for my manufacturing facility. He was a full-time student at UTEP. It became evident to me that Chuck was an extremely talented, motivated, and hard-working individual within two weeks of his hire date.

I promoted Chuck to the position of folding machine operator, and then six (6) months later, promoted him to be the night shift manager of the entire facility. His leadership and professionalism provided effective oversight of plant operations.

In 1987, I sold Manufacturer's Folding Carton and Chuck worked for the new owner, Stone Container Corporation for approximately six (6) months. At that time, I decided to open a new manufacturing facility (Inter Pack Industries, Inc.) in Phoenix, AZ. I needed an individual who could represent me in all aspects of the opening of this new business, including leasing a building, hiring 80+ employees, setting up banking and financial relationships, and overseeing the installation of more than 1 million dollars in manufacturing equipment. I contacted Chuck as my first choice for this position. He accepted (1987), relocated to Phoenix, Az. and exceeded my expectations in meeting all of the requirements listed above. His position was Plant Manager, Operations.

In 1989, I promoted Chuck to the position of Vice President, Operations and relocated him to the Corporate Office in El Paso, Texas. He served in this position for three (3) years, continuing to add leadership, innovation, and integrity to the growth of the company.

Chuck was my employee for a total of 7 years and I also count him as a valued friend. I placed my trust and the reputation of my company in his hands and he continually proved to be honest, trustworthy, hard-working, and able to meet and exceed all of my expectations.

I commend him without question or reservation to any company, for any position he might be considered.

James Fournace

President/Owner, Retired

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