



*People, Building Excellence for People*

March 31, 2003

To Whom It May Concern:

I am grateful to Men of Valor for their referral of *Tom Banks* to us as a potential employee. I have been a friend and supporter of Men of Valor for several years, and I was happy to hire Tom at their recommendation. I wanted to take this moment to state in writing that I am very satisfied with the job Tom has been doing for Lee Company.

Our company always hopes that our clients are so pleased with our products and services that they will tell their friends, relatives and acquaintances. We strive to hire only quality individuals who display professionalism in their work to serve our clients, and Tom certainly has over the last year he has been employed with us. He has been a great value to our company by showing a unique ability to identify and solve problems. He is a loyal, dedicated and hardworking employee, and I am glad to have him on staff. We are confident that Tom is representing our company well out in the community.

To anyone considering the men from the Men of Valor program, I certainly do recommend that you offer them a job opportunity in your company or organization.

Sincerely,

Bill Lee



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