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To whom it may concern:

I want to personally recommend Mark Scott, an attorney specializing in labor and contract law, who has provided me with unparalleled advice and legal service in our latest union contract negotiation. This negotiation ended very successfully for our site and I could not be more delighted with the work and guidance that Mark provided.

Mark met with me and my management team frequently before the negotiations began to explain how the negotiation would take place and what to expect at each step of the process. In our case, Mark had me present a kick-off briefing, which he helped to create, which gave the union a proper outlook on the state of our company, along with several other manufacturing options that we have at our disposal. Mark also extensively researched health care options that provided superior care to our employees while saving the company a substantial amount of expense. This health care alternative ended up being voted into the new contract.

After the opening comments, I left the negotiations and Mark handled all discussions with the bargaining committee and communicated updates to me several times per day. The negotiations closed within three weeks, shorter than the timeframe I had expected. Mark reached an agreement with the union that was under budget and the contract was approved with the first union vote. This would not have been possible without Mark's direct involvement, as he clearly described what was needed from the union, why, and possible outcomes and consequences.

I strongly recommend Mark for this type of work and welcome direct phone calls to provide more details of what Mark provided to me and to our site. I have already recommended Mark to other General Managers within Morgan and have gotten positive feedback from one General Manager within the last month on the helpful work that Mark provided to him.

A handwritten signature in blue ink, appearing to read 'Gary Caprio', is written over the typed name.

Gary Caprio  
General Manager  
Morgan Advanced Materials