



TECHNOLOGY GROUP, LLC

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November 8, 1999

Sub: Letter of Recommendation, Mr. Stayne Hoff

To: Whom It May Concern

1. Stayne Hoff, Director of Engineering and Information Systems, is a highly motivated aggressive young man who has been a definite asset to G & H Technology since his arrival in January of 1998. His personal approach to any project or task achieves the right results every time. I can say without reservation that no other person in his position could match his enviable mixture of leadership, initiative, tireless energy, mature attitude and a natural talent to produce outstanding results in all endeavors.
2. I have personally been aware of Stayne's talents while solving technical issues on several projects involving Boeing here in Mesa, Arizona.
3. In my opinion, any organization that accepts this multi-talented individual would be making an investment on a sure bet. His bearing and leadership qualities are above reproach as the Director of Engineering and Information Systems at G & H Technology.

If there are any questions please contact me,

A handwritten signature in black ink that reads "Scott A. Zehring". The signature is written in a cursive, flowing style.

Scott A. Zehring

Nova Technology Group, LLC.

Manager