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July 7th, 2004

To whom it may concern,

This letter is one of commendation and personal thanks to Stayne Hoff in his support of Scot Incorporated's product development of a Joint Multi-Purpose Weapons Carriage System ("JMP WCS") for Unmanned Aerial Vehicles (UAV's) .

The product concept originated in early 2002, shortly after Scot Incorporated and Stayne's employer at the time, G&H Technology, became sister companies. The parent company desired to leverage the unique expertise of Scot and G&H by pushing for strategic product development in weapons deployment systems, specifically for the growing market of UAV's. After six months of weak leadership and minimal progress, Stayne was promoted from engineering management to lead the effort. By direct virtue of his leadership and vision, the team grew to include three companies in three different states. With the new position, Stayne reported to both the President of G&H and a VP at the parent company.

When I was hired by Scot Incorporated in the spring of 2003, I was assigned to support Stayne's JMP WCS development. Several months later, G&H faced considerable financial pressure and discontinued their funding of JMP WCS, forcing Scot to take leadership control. As G&H's finances deteriorated, Stayne and many others at G&H were let go. As the new team leader, my first command decision was to immediately retain Stayne as a consultant to continue the product development and maximize the probability of success. His technical expertise and market knowledge have proven invaluable.

Stayne's accomplishments for the JMP WCS program are many and varied. He provides onsite representation for a USAF UAV Battlelab initiative in nearby Santa Monica. His intimate knowledge of the initiative, which he had secured for Scot/G&H in 2003, has ensured Scot's continued success. Furthermore, Stayne secured a check-fit session for our JMP WCS on an MQ-1 Predator A asset in Indian Springs, NV. With current operational commitments for the Predator as heavy as they are, this check-fit request was repeatedly denied. However, with Stayne's perseverance and industry and government contacts, Stayne pulled-off a miracle. Additionally, General Atomics Aeronautical Systems selected Scot's JMP WCS in June 2004 as their best candidate for arming the MQ-9 Predator B. The placement represents to Scot Incorporated an opportunity of tens of millions of dollars.

I have come to depend on Stayne's unwavering support during this last year and more importantly I continue to value his companionship. He is the consummate team player, always volunteering to perform beyond the call of duty to ensure success. I would recommend him to any organization that has an aerospace product development effort of any size that requires strong leadership and strategic guidance.

Sincerely,

A handwritten signature in black ink, appearing to read "Ted Lindholm", written in a cursive style.

Ted Lindholm  
Business Development Manager  
Scot Incorporated