



THE GARLAND COMPANY, INC.

HIGH PERFORMANCE ROOFING AND FLOORING SOLUTIONS

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To whom it may concern:

I am writing this letter of reference for Adam Tomlinson. As the Director of Engineering at the Garland Co., Inc., I had the opportunity of working with Adam.

Adam, as a Product Manager, was responsible for sales support, product training, product marketing, and new product development.

I was impressed by his overall job performance and in particular his ability to transition smoothly within the dynamics of various departments and job responsibilities. He was well liked by his colleagues and was respected as both a person and a professional by management, his co-workers, and his customer base.

With that said, Garland is a commercial roofing manufacturer of petroleum based products. The current economic downturn and stringent EPA/OSHA regulations within the building industry, has caused Garland to make some difficult staffing decisions. Unfortunately, Adam's position at Garland was eliminated due to a business shift and should not be a reflection of his job performance.

In summary, I can unreservedly recommend Adam for a position in his field and feel he would be an asset to any organization.

Kind regards,

THE GARLAND COMPANY, INC.

Michael D. Huber
Director of Engineering

