



JCM INDUSTRIES, INC.

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To Whom It May Concern:



JCM Industries, Inc. has considered Red Carpet Personnel, Inc. a major vendor partner since it's founding in 1993. Dwayne and Aggie Butler the co-owners of Red Carpet have consistently shown thorough concern for our personnel needs.

JCM



The people that they send to us as temporaries are pre-screened for skill sets, drug tested, and reference checked. They are ready and willing to do the job for which they are hired. If for some reason they are not a good match for the job at hand there is never a problem. We simply call Red Carpet and they send someone else and handle the situation. After the required minimum hours as temporary employees ninety percent have transitioned to become regular JCM employees and have contributed to our continued success.



The growth that JCM has experienced in the last twenty years has been in no small part because of the quality of the relationship that has developed between JCM and Red Carpet. We count on them for quality employees in a timely manner. An important addition to their service is their expert knowledge of Human Resource Law and their willingness to help us through complicated HR issues. They have never let us down.

Please feel free to call, if you have any questions about our relationship with Red Carpet.

Sincerely,

Julie D. Collins
Sr. Vice President
Human Resources
JCM Industries, Inc.