

E-MAIL

To: Peggy McBride
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Date: April 20, 2004

From: Ron Morrison

Subject: GILAD MAIK

Gilad was hired by ATCO Europe on November 2001. and worked for us until June 28, 2002. He was employed as our Quality Assurance Administrator with the responsibility of developing our new ISO 9001 certification program. He worked very closely with me and our worldwide Quality Assurance Manager based in Calgary, Alberta.

Developing our new ISO program was not an easy task. Gilad took up the challenge with enthusiasm and focus working under a very tight deadline. Displaying strong organizational and detail oriented skills he did a good job in assisting to establish a company policy and procedural framework for the ISO program. His likeable personality and understanding of the teamwork process resulted in his success of introducing and teaching the new ISO program to all employees prior to certification. He proved to be a good conciliator when dealing with all the various departmental interests. His dedication and loyalty paid off in the end when we finally received full ISO certification shortly after he left ATCO. Gilad left ATCO to relocate back to Israel.

Overall I was very pleased with Gilad's performance. He did a very good job considering he was pursuing a new career path and was new to our company and industry. Besides the above attributes he also possesses technical skills attained though his schooling in civil engineering. I am quite confident he will have a very successful career in any field he may choose.

I would be pleased to provide any additional information if necessary.

Sincerely

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