

Johnson Controls, Inc.
Automotive Systems Group
Engineering - Chrysler Seating Systems
47912 Halyard, Suite 111
Post Office Box 8016
Plymouth, MI 48170
Tel. 313 454 5300

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JOHNSON
CONTROLS

To Whom It May Concern:

As Engineering Manager at Johnson Controls, Inc., I am Phil's direct supervisor and responsible for evaluating his qualifications and level of performance in his present position of Project Engineer. In Phil's past review, December 1, 1989, he received the highest rating awarded in my Department.

His professionalism in his duties include extensive customer contact, analytical evaluation, and effective presentation techniques.

Phil's strong points has been his ability to provide appropriate graphs and charts to enhance his engineering position and demonstrate his ideas clearly. Attached are a few examples of graphics that Phil has used in his presentations.

Should you have any questions or if I can be of further assistance, please don't hesitate to contact me.

Sincerely,

JOHNSON CONTROLS, INC.
Automotive Systems Group



Omar Tame
Engineering Manager

OT/cam
Enclosures