

RUSTY LUCAS
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June 23, 2006

Crain Communications Inc.
1155 Gratiot Avenue
Detroit, MI 48207-2991
ATTN: Human Resources Dept.

To Whom it May Concern:

Let me introduce myself to you. My name is Rusty Lucas and I am the night shift supervisor of shelving associates at Save-A-Bunch. I understand that a Mr. Ted Kostman has applied for a job with your firm and recently submitted a resume and cover letter to your department. Ted has asked me to write a letter of recommendation on his behalf and I am most happy to do so. But before I get into my letter, can you tell me how you pronounce the street on which your offices are located? In my spare time I dabble in linguistics as a personal hobby and this one has me a little bit curious.

I have known and worked with Ted on a professional level for more than 8 months. In that time, Ted has shown a remarkable attitude and aptitude for learning and being a part of a team with only a minimal to moderate tendency to waste company time and engage in horseplay. With intermittent to constant supervision, Ted usually accomplishes all tasks assigned to him, with adequate results. While Ted's work is not always completed within the time frame given to him, we quickly learned that if we adjust our expectations to account for Ted's tendencies, we can still have projects completed within a reasonable period of time. So if we need something completed in five hours, we verbally give Ted two hours to do the job. He usually then takes about six hours to complete such a task on average. One hour over our mark was never that big of a deal for us and certainly nothing to terminate Ted over.

If I were to outline Ted's strengths, I would have to say they would be his sense of humor and his devotion to the local Kingdom Hall. His devotion sometimes causes him to miss work, but it is usually for his own greater good (or the greater good of others). We at Save-A-Bunch are always willing to assist in the betterment of our employees. So we have always been quite eager to accommodate Ted. Ted always comes to work professionally dressed and well groomed. Ted is strong willed and takes a strong interest in the lives of his co-workers.

Ted's biggest weaknesses are probably his inability to accept personal criticism from his co-workers and his religious intolerance of his co-workers. He was only officially written up twice in his Save-A-Bunch employment file for this problem. My personal opinion is that discussion of religion has no place in the work place. This one major flaw in Ted's character would never

create any problems in a work atmosphere that does not permit religious discussion among employees. Therefore, if Crain Communications is a religion free zone, you should have absolutely no problems with Ted.

Ted loves to talk, lecture, and almost “profess” ideas to his co-workers. He is very spirited and outgoing. In a word, Ted is a communicator. If communicating is what Crain Communications is all about, Ted is certainly your guy.

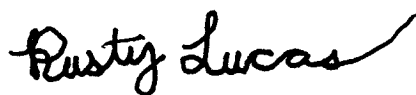
As you can see, I think Ted will make a perfect fit for an open position in your firm. I am not aware of any other positions that Ted is presently applying for, so you can be further assured that he really wants to work for Crain Communications and that he is not one of those recent college graduates who blindly sends out hundreds of resumes in the hopes that one or two employers will take notice.

While I am sad to see Ted leave our small company, I think he desires employment at a larger firm with a larger pool of employees and more advancement potential than he could find at Save-A-Bunch. My guess is that he initially applied for the job with our company because he misunderstood our service industry. You see, Save-A-Bunch is a small discount food and clearance store. I believe Ted thought we were a religious mission industry dedicated to saving the otherwise pagan masses. (Please be advised that I questioned Ted about your firm and he is aware that Crain Communications is not involved in any religious missionary practices. So you should not face the same misunderstanding that Ted had with Save-A-Bunch.)

I highly recommend Ted for employment at your firm and I would be more than happy to speak with you further on Ted’s qualifications and prior work experience. If you have any questions, please feel free to contact me.

Regarding any interviews you conduct with Ted, I trust that you will treat my letter of recommendation with complete confidentiality and not disclose its contents with Ted or anyone other than authorized Crain Communications personnel. Please keep me informed of your decision with regard to offering a position of employment to Ted Kostman.

Sincerely,

A handwritten signature in black ink that reads "Rusty Lucas". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Rusty Lucas

p.s. I understand this to be a strange request in a reference letter such as this, but I wonder if you have any baseball caps bearing your firm’s name and logo. If so, could you please send one to my attention. Should Ted be hired for the open position, I would love to have a Crain Communications baseball cap of my own to wear in honor of his new position. Please send me a free Crain Communications baseball cap.