

T.O. Haas Tire

RIGHT TIRE ♦ RIGHT PRICE ♦ RIGHT NOW

To: Raul Ilaw

From: Randy Haas

Date: August 4, 2009

Re: Letter of Reference

In 2006 our Company experienced a fatality in a workplace accident.

We hired Raul Ilaw as a consultant to work with our Corporate Counsel and our Management Team to settle resulting OSHA citations.

Our Company highly recommends Raul Ilaw and his services for this type of work.

Not only did Raul help in resolving this matter, he encouraged us to make improvements in our Safety Program and now less than 3 years later, we are proud to state that by the end of 2009 almost half of our 27 locations will be SHARP approved facilities.

For any questions, I may be contacted at 402-323-4228 or rhaas@tohaastire.com