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31 August, 2000

To Whom It May Concern:

**Re: Ulrich Thaufelder**

Flexonics is the largest division of Senior plc, and Polenz GmbH is a wholly owned subsidiary of Senior plc and one of the largest companies within the Flexonics Division.

Ulrich Thaufelder joined Polenz GmbH in 1996 as Sales Director. Upon the retirement of Arnold Polenz as Managing Director at the end of 1997, I promoted Ulrich into that position, which he continues to hold today.

As Managing Director, Ulrich is completely responsible for all aspects of the company: Sales, marketing, distribution, finance and administration.

Ulrich has done an excellent job as Managing Director. During his tenure, he has thus far:

- Turned the company from a substantial loss to a substantial profit;
- Increased sales;
- Reduced inventories dramatically;
- Built an enthusiastic team of very competent people around him; and
- Reduced the company's headcount from over 100 to 75, during a period of increasing sales.

I have only positive comments about Ulrich, who is also a pleasant and committed person to work with. I recommend him without reservation.

Sincerely,



Carl D Francis  
Chief Executive - Flexonics