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To Whom It May Concern:

I was a supervisor for Component Remanufacturing Specialists, Inc. for 5 years and I had the opportunity to work with Mr. Nelson Wax. In my limited time reporting to him, I learned many skills. Mr. Wax was also a teacher in the management field and he is quite knowledgeable.

He introduced his staff and shop floor workers to World Class Lean Manufacturing. This training helped me focus on the "Pull" system with "Group Cell" techniques that helped to increase production output and to focus on targets clearly. This effort improved the quality of the product by reducing test failures. This philosophy also helped improve the workplace organization and housekeeping, increase employee involvement and enhance customer satisfaction.

Mr. Wax has an outstanding professional quality that not only encourages, but also motivates his employees. He does this by assigning tasks to develop employees' morale and leadership skills. One task in particular that he assigned me was "Time Study Metric Chart for Production". This entailed measuring the time required for producing parts and shifting personnel to balance out production to a maximum. This resulted in a reduction of unproductive hours and a decrease in overtime hours across all the departments.

Mr. Nelson Wax would be an asset for any organization.

Very Truly Yours,

Manuel A. Tello