

365 DOVER FURNACE ROAD  
DOVER PLAINS, NY 12522

**PALUMBO**  
**BLOCK CO., INC.**  
CONCRETE BLOCK AND MASON SUPPLIES

(845) 832-6100  
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7 November, 2006


Dear Sir or Madam,

Please allow this letter to serve as a recommendation of hire of Mr. Nelson Wax. Nelson was hired for the position of General Manager by Palumbo Block Co. in March of 2005. Nelson performed the duties of this position until November of 2006. Economic downturns, higher operating costs, and a shortage of raw material sources led the company to withdraw from an aggressive expansion plan, and a shift in corporate structure basically eliminated the need for another management position. The corporate Vice President has resumed the daily operations of the business, as it was before the expansion plans had begun.

Nelson brings with him a full complement of skills applicable to today's business world. Being a small privately held family business Nelson brought to our company the skill set along with the philosophies to transform a company of our size into the next level of business. As previously stated, weighing the economic climate, in particular the housing and real estate markets, our company has had a change in the direction the family wishes to grow the business.

Please feel free to contact me should any questions arise, as I will be happy to discuss any aspects of Nelson's employment.

Yours truly,

  
Tony Palumbo  
Vice President