

# CONSOLIDATED METCO, INC.

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December 21, 2010

Letter of Reference for Rena Renae Bartow:

I'm pleased to have the opportunity of providing a reference for Rena Renae Bartow. Renae worked with us on a temporary assignment that covered our 2010 open enrollment period. I was looking for someone who not only had a good understanding of benefits, but also strong communication skills and a resilient nature.

Rena had all this and more. She quickly became knowledgeable of our benefits and open enrollment process and began engaging our employees in the self service system. Renae proved to be very creative with her communication skills and very adaptable to the around the clock nature of our business. I am also pleased to say that her technical skills related to computers, software and the internet are topnotch.

I would not hesitate in bringing Renae back to ConMet to work on similar projects or to a full time position that required similar skills. For these same reasons, I would recommend Renae with complete confidence to other employers who have similar needs. Please do not hesitate to contact me should you need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Thompson".

Steve Thompson  
Division Human Resources Manager