

July 24,2009

Carl Eastlund

To whom it may concern:

I have known Ryan Viken for fifteen years and worked with him for almost ten of those years.

I have always been impressed with Ryan's integrity and work ethic. We worked together at a large sales organization in a high pressure environment and Ryan's positive attitude and great communications skills contributed greatly to the success of the company. He was often the first one to arrive and the last one to leave. He was not afraid of hard work and always made sure the job got done.

Ryan had many loyal customers who stuck with him year in and year out because they trusted him and knew he would always do what he promised to do.

Ryan was always a team player. In a selling environment that could sometimes be described as "dog eat dog", Ryan always did what he felt was best for the sales team not just for himself. Because of this, he was widely respected within the company.

I would welcome the opportunity to work with Ryan again because I trust him and I know I could count on him to work hard, come in every day with a positive attitude and be a source of encouragement to his co workers. Ryan is also a leader, not a follower and I respect him greatly.

If you have any questions, please call me at _____ or e mail me at _____

Sincerely,

Carl Eastlund VP & COO
Cascade Wood Products
White City OR