

## LETTER OF RECOMMENDATION

Mr. Markus Schneider, born 01/01/1968 in Germany, worked for the American headquarter of our company in Atlanta as Creative Director from December 15th, 1997 until April 30, 2000.

We had cooperated with Mr. Schneider as Art Director previously when he was commissioned with a series of different freelance projects for our company *V.E.L.O.S. GmbH* in Frankfurt, Germany from October through November 1997. After a very successful completion of these projects, Mr. Schneider was offered the position of Creative Director for our new American headquarter *SonicEase, LLC* in Atlanta, Georgia in December 1997.

*SonicEase, LLC* is a company in the elite world of golf, and Mr. Schneider was hired to build and head the American advertising department. He reported directly to the Managing Director in the Atlanta head office but was also in regular contact with our Frankfurt office. After approval of his immigration by the INS, Mr. Schneider transferred permanently to Atlanta.

Mr. Schneider was responsible for all measures that were related to the field of advertising, being in charge of all advertising activities nationwide. His projects also included P.R. exercises as well as marketing activities.

Mr. Schneider was responsible for concept, text and creative artwork of all advertising material and publications for the US market.

Throughout his long contribution to our company, Mr. Schneider was setting the standard for the company's corporate identity by creating company logo, all official presentation material and designing all advertising brochures, POS material and advertising aids. He was also responsible for the production of the company's promotional video.

- 2 -

Furthermore, he worked closely together with the National Marketing Director on several projects and Mr. Schneider's contributions were a major factor for the success of these projects.

Mr. Schneider's job performance was always excellent in all of his work. His sense of teamwork was exemplary.

In addition to that, his work ethics were always outstanding and I regard him as one of the top employees I have ever had the pleasure to work with.

So it is that I truly regret Mr. Schneider's decision to leave our company and wish him only the best for his future career.



Harald Suender, CEO  
SonicEase, LLC  
Atlanta, May 01, 2000