



December 14, 2004

To Whom It May Concern:

Re: Red Carpet Employment Agency

Tri-State Iron & Metal Company has used the services of Red Carpet Employment Agency for many years. We have found their staff and service to be of the highest caliber and would highly recommend them to any business needing such services. The candidates sent to us have been well screened for the jobs we have requested and we have hired several from temporary to full time status.

Sincerely,

Howard Glick
President