



SAFFER TRADING CO.

P.O. Box 8164 • Medford, OR 97504

ICC #222262

6-26-96

Re: Gene Copley

To whom it may concern:

For the past 14 months Gene Copley has been a part of our organization. Ours is a fast paced, and at times stressful environment. Gene took all that was handed him in stride and with the utmost in professionalism, handled each situation.

As an employer, trainability is a vital quality and certainly not one that can be assessed in the interview process. Gene takes instruction very well and has an incredibly quick learning curve. His responsibilities at Saffer Trading were many and varied, and without hesitation or reservation, Gene embraced the task.

While here, he was responsible for seeking out and developing new markets for us. After establishing new accounts Gene set pricing and logistics services for those new accounts. Follow up and communication are vital to our customers and these seemed second nature for him. Gene's communications skills are excellent and one of his chief assets.

Most importantly, in my opinion, is the question of character. As the employee is an extension of the employer, I place a premium on my staff where matters of character are concerned. This, more than trainability is difficult to glean in the interview process. Gene's values are refreshingly "old fashioned" and provide a high level of security for his employer. Honesty and integrity are not only important to him but are an integral part of his life as are his genuine concerns for those he works for and with.

Gene, without question, can be a great asset to your firm. He has become a friend and I am sorry to see him move on. He and his wife Teri are wonderful people and their marriage speaks volumes on the type of individuals they are. If you have any further questions, please don't hesitate to call me.

Best Regards,

Greg Saffer