



September 25, 1994

Gentlemen:

This letter is in recommendation of Scott Downie, an outstanding electronic engineer.

Approximately one month ago, Scott informed us that he was going to leave our employment for the personal reason that he did not enjoy living in San Diego. This was a horrible shock to us, not because he didn't like our fair city, but because there was little we could do to change his mind. Scott is one of our most valuable employees, and has contributed substantially to our success.

Gulbransen is a musical instrument company and our engineers are devoted to making good synthetic sounds, especially good piano sounds, and then making good music with the sounds we have made. Both parts of the process are important, and Scott has excelled at both parts. Along the way he also helped with amplifier and speaker systems that we needed for our music, and other odd jobs which we threw at him because he always said, "OK", and then went away and very quickly came back with his project not only completed but with a blue ribbon wrapped around it. He is a blue ribbon kind of guy, he really finishes what he is given to do, and his talents seem to stretch into many areas.

One such task was writing some music sequences which demonstrated our disk recorder and MIDI sound expander. The sequences he wrote were so imaginative and artistic, that many sales resulted just from being able to use these sequences in demonstrations. He suggested that our sounds could be improved for use in ensembles. He thereupon became a sound creator extraordinaire. What a guy. Today as I write this, he is incarcerated in a sound lab along with a customer who speaks no English, putting the finishing touches on a set of sounds so that they will be just to the customers liking.

I suppose I hope you don't hire him. If he can't find gainful employment elsewhere, maybe he will return to our little company. He is a champion, a nice guy, dependable, hard working, enthusiastic, vigorous, talented, well educated, and experienced. I really, really, really hate to lose him.

With good wishes for Scott,

Yours truly,

Gulbransen, Inc.

A handwritten signature in cursive script that reads "Bob Hill".

Robert L. Hill, President