



CIBA Vision Corporation
North American Optics
11460 Johns Creek Parkway
Duluth, Georgia 30097-1556

March 15, 2000

Lincoln Neely
All Jobs Employment
Executive Search Division
3870 E. Flamingo Rd. Suite A-15
Las Vegas, NV 89121

Dear Lincoln:

I am writing this letter to thank you for excellent job you did in providing me with qualified candidates for several positions I was filling.

As you know, you originally contacted me when you saw an ad I was running for an opening I had in Las Vegas. I'm truly glad you did! You not only helped me fill the Las Vegas position but several others in different states, as well.

Lincoln, I enjoy working with you because you listen to my needs, you provide the right candidates, and you follow-up very well. I have been hiring sales representatives for over 10 years and have worked with a number of other recruiters. My experience in working with you was by far the most enjoyable and productive.

Thanks again for all your help.

Sincerely,

A handwritten signature in cursive script that reads "Denise Jivoir".

Denise Jivoir
Area Director