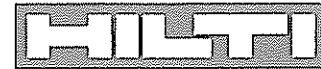


Hilti, Inc.  
5400 South 122<sup>nd</sup> East Avenue  
Tulsa, OK 74121  
(918) 252-6000



San Francisco, February 27<sup>th</sup> 2005

**Letter of recommendation**

**Lincoln L. Neely**

I have worked with Lincoln when he was working at Andiamo! Group in San Francisco.

It was a great experience working with Andiamo. Lincoln made sure that Andiamo was very nicely aligned to Hilti's recruiting needs and business practice. As a result of this we were able to fill the positions with great people in the shortest time possible.

I'm looking forward to work with Lincoln in the future.

Best regards,

A handwritten signature in black ink, appearing to read "Stefan Lang", with a long, sweeping horizontal stroke extending to the right.

Stefan Lang  
Regional Sales Manager  
Hilti, Inc.