



MANUFACTURERS OF COLORED FLAT GLASS

24305 WOODINVILLE-SNOHOMISH HIGHWAY • WOODINVILLE, WA 98072

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To Whom It May Concern

I have found James Duncan to be a dedicated and loyal employee. He has tremendous pride and always tries to excel in his job responsibilities. Jim started work for our firm in January of 1976 as the company's first employee. Since that time Jim has, through hard work and effort beyond that requested by the company, advanced to Superintendent of Production in charge of 28 people.

He has performed light maintenance duties, masonry work, glass tank rebuilds, glass tank surveillance, hot repairs, quality control, batch making, batch formulation and control, and foreman of a production line. As a result of his work attitude and abilities shown in performing the above tasks, Jim was promoted to Production Superintendent. It is a pleasure to recommend Jim Duncan.

A handwritten signature in cursive script that reads "Jerry Rhodes".

Jerry Rhodes, Owner
Spectrum Glass Company, Inc.

JR/cj