



CALIFORNIA BANK
TRUST

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To Whom it may concern:

Re: Theodore Sprink

I am pleased to have been asked to provide a letter of recommendation for Ted Sprink, whom I have known since the mid-1970's, and whose career I have closely watched.

I know Ted to be a devoted family man, balancing familial responsibilities with the responsibilities of a demanding career. Ted has always been a hard worker, and is known for his creativity, drive and assertiveness.

Ted's capabilities and communication skills are evident in his work product, including White Papers, Business Plans and Published Articles, which are numerous. Observing Ted progress in his career, I have been impressed with his motivation and team building skills.

As in the past, I would recommend Ted without reservation.

Sincerely,

Peggy Standefer