



September 18, 1991

To Whom It May Concern:

Re: Mr. Milfred E. Thomas

I have been associated with Mr. Thomas as a fellow employee at Newport Corporation for approximately the past five years. During that time I have had the pleasure of working with him on several product development projects to which we were jointly assigned - myself as Responsible Engineer, and Mr. Thomas as Senior Manufacturing Engineer.

Mr. Thomas is a self-motivated, practical, and skilled manufacturing engineer whose services I sought above all others. I found him eager to learn new skills and more than willing to accept difficult challenges. His expertise in laser electro-optics combined with his knowledge of manufacturing methods assured success of the projects in which he was involved.

His recent departure from Newport due to internal restructuring in an unfortunate business climate presents an excellent opportunity for another organization wishing to expand its staff.

Sincerely,

A handwritten signature in blue ink that reads 'Thomas J. Kujawa'.

Thomas J. Kujawa
Senior Staff Scientist
Bio-Instruments Products Group