



14775 Old St. Augustine Road ▪ Jacksonville, Florida 32258
tel 904.642.8990 ▪ fax 904.646.9485 ▪ www.etminc.com

PRINCIPALS

Douglas C. Miller, P.E., CEO
N. Hugh Mathews, P.E., President
Joseph A. Tarver, Exec. V.P.
Juanitta Bader Clem, P.E., V.P.
Scott A. Wild, P.E., PSM, V.P.
Samuel R. Crissinger, CFO, V.P.
Robert A. Mizell, Jr., P.E., V.P.
Thomas N. Fallin, P.E., V.P.
Buckley K. Williams, C.C.C.A., V.P.
K.T. Peter Ma, P.E., V.P.

EMERITUS

James E. England, P.E.
Robert E. Thims

August 11, 2009

To whom it may concern:

I am writing to offer a letter of recommendation on behalf of Jay Roebuck. I have known Jay since November 28, 2001 when he came to England, Thims & Miller, Inc. (ETM) as a Graphics Designer.

I consider Jay to be extremely talented, creative, and highly skilled in the Graphics Design field. During his tenure with ETM, he grew into the firm's Art and Graphics Department Director, responsible for directing the design of all marketing and branding materials. Among other attributes, Jay is capable of producing large volumes of work in record time, works well under deadline pressures and always strives for excellence in his finish product. As well, I believe him to be positive, energetic, eager to help and an excellent team player.

In summary, I believe Jay would prove to be an asset to any firm needing graphics talent and would recommend him in that regard.

Sincerely,

England, Thims & Miller, Inc.

A handwritten signature in blue ink, appearing to read "N. Hugh Mathews", written over a horizontal line.

N. Hugh Mathews, P.E.
President

NHM:phl