

K2 Sports
19215 Vashon Hwy SW
Vashon Island, WA 98070
(206) 463-3631

August 16th, 2002

Subject: Letter of recommendation for Mr. Bob Carrasca

To Whom It May Concern:

Bob worked under my supervision as the development engineer responsible for the K2 snowboard bindings from January 1, 2000, until August 16th, 2002. His responsibilities covered a wide range from engineering to product management. Included were consumer research, concept development, CAD, design optimization, material selection (plastics, metals, textiles), sales force education, and many others. During the course of his employment, Bob proved himself to be a dedicated employee, a hard worker, and a passionate team member.

I was quite impressed by Bob's ability to complete all work assigned to him on time. His depth of knowledge in plastics selection and processing was used to great benefit by the entire department and his enthusiasm to take time from his busy schedule to help others with this knowledge was always greatly appreciated. We like to expand our development engineer's experience to include product management responsibilities. Bob's capacity and drive prompted us to expand his experience beyond the norm.

Overall, Bob is a very driven and dedicated employee. He has what it takes to handle a wide range of responsibilities and projects. Bob will be a strong contributor to any team that can make use of these talents.

Sincerely,

A handwritten signature in black ink, appearing to read 'Alex Draper', written over a white background.

Alex Draper
Category Manager



August 7, 1995

To whom it may concern;

Mr. Bob Carrasca has asked that I write a letter of recommendation as he begins his professional employment search. I am pleased to comply with his request.

I have known Mr. Carrasca for more than three years, as he has taken several courses from me at CSU, Chico. Not only is he an outstanding student, but he has shown an extraordinary willingness to learn, a talent for helping others, and a real interest in the advanced technologies of materials and processes.

He has shown a genuine interest in high tech problem solving, and has a strong background in the polymer field. His project in my tooling course involved extrusion die design and manufacturing, and he has achieved a reputation for helping other students in composite and injection molding setups as well.

I am pleased to recommend Mr. Carrasca for a professional position in a manufacturing environment, and am sure that he will be an asset to any corporation.

A handwritten signature in black ink, appearing to read 'L. W. Fallscheer', written in a cursive style.

Leonard W. Fallscheer,
Professor of Manufacturing Management