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**MEMORANDUM**

February 19, 1996

TO: Diane Robbins  
FROM: Gary R. Peck (GP 96-08)  
SUBJECT: Jeff Mowatt Conduct and Presentation of  
Introducing and Handling Change Seminar  
COPY: Jeff Mowatt

Dear Diane,

This letter certifies that Jeff C. Mowatt presented the subject training seminar to an audience of twenty at the Hacienda Heights Courtyard by Marriott Hotel on Thursday, February 15, 1996. The audience was comprised of first-line lead and supervisory and management personnel, all employees of The Dexter Corporation's Electronic Materials Division headquartered in Industry, California.

The seminar schedule ran from 8:30 a.m. to 4:30 p.m., including breaks at mid-morning, luncheon, and mid-afternoon. Mr. Mowatt arrived at the seminar location shortly after 7:00 a.m. to assist with environmental set-up, review our day's agenda, and discuss introductory, closing, and other fine points of our seminar conduct plan. The seminar went as planned, was very well-received, and Jeff made himself available afterwards for as long as we wanted to talk with him.

Audience interest, attention, and participation levels were consistently high during the seminar, and the post-seminar evaluations (copies included) were positive. This response was due to Jeff's presenting the seminar in a highly professional, enthusiastic, and quality manner. This response was also due to the considerable time that he spent discussing and reviewing the seminar agenda with me prior to its presentation, which, in conjunction with Jeff's individual research and review of Company literature and other information, led to an excellently customized presentation.

Back at work on the following day, I received favorable comments about the seminar, many of them directed at how much Jeff knew about our division, many of them positively acknowledging his superb presentation style. I will follow up attendees' action plans in about three weeks to determine their progress relative to implementing ideas learned at the seminar and reviewing what difference those ideas have made for them in the work place.

Please contact me if you require any additional related information. My personal extension is 208.

Yours very truly,

A handwritten signature in cursive script, appearing to read "Gary", with a long horizontal line extending from the end of the signature.