



## Ponderay Newsprint Company

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June 12, 2001

Subject: Letter of  
Recommendation for  
Jim Rose

Dear Sir or Madam:

Ponderay Newsprint Company is a non-union newsprint manufacturing facility making 250,000 metric tons per year of paper sold to the major newspapers of the West Coast. The mill employs 200 people and operates with a self-directed work force working twenty-four hours per day seven days a week. There are no salaried supervisors on the off shifts or weekends.

Jim Rose has consulted with Ponderay Newsprint Company on organizational and management issues since the inception thirteen years ago. Working with Jim, the mill leadership has developed a unique "management process" for the hourly workforce teams as well as the mill management team. This system is very focused and results oriented and has built in accountability. This planning process was key in making Ponderay Newsprint Company the world leader in it's field that is today.

Jim is very dedicated to excellence, has many years of front line experience as well as consulting experience, and is very easy to work with. His focus is his customer's success. He is very good on follow-through and is always available for discussion as issues develop.

I highly recommend Jim Rose for helping with organizational and management issues, especially where teamwork and people working together is the goal.

I welcome any questions.

Sincerely yours,

William G. Meany

Vice President and Resident Manager

*(Bill Meany has now retired. Should you need more information from this client feel free to contact Tom Garret the HR Manager at 509-671-5064. He has been there since the mill started up)*