

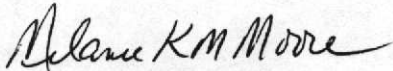
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ERIM International

3 November 1999

To Whom It May Concern:

Our records indicate that John B. Candlish, Social Security No. 379-46-8142 was employed the The Environmental Research Institute of Michigan beginning December 1, 1981 as a temporary hourly. On July 18, 1983 he was employed as an Assistant in Research II in the Sensor & Measurement department of the Infrared & Optics division. His separation date was November 15, 1984.

Sincerely,



Melanie K. M. Moore
Human Resources Administrator