

To Whom it May Concern:

We are writing on behalf of Mr. Geoff Clegg, who has most recently served as our regional EHS Manager (EMEA) until his retirement in April 2009.

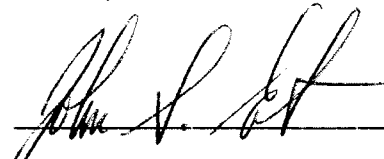
Geoff has worked as a dedicated Health and Safety professional for the past ten years. In his role as Reichhold's European and Middle East EHS Manger, Geoff worked closely with the Company's manufacturing sites in Europe and the Middle East to ensure compliance with local/country regulations and global corporate standards and guidelines, including Process Safety management. Geoff was responsible for tracking country specific regulatory changes, overseeing communications to government agencies, managing crisis communications and incident investigation processes. He had the corporate responsibility for overseeing and contributing to the health and safety programme for contractor safety on construction work at the company's new India plant and for the health and safety training of contractors and company staff. He was responsible for facilitating European/Middle East networking and for the sharing of best practices, incidents, Company goals and personnel development.

Geoff is an industrial chemist, a Fellow of the Chartered Management Institute and a Member of the Royal Society of Chemistry.

Geoff was selected and promoted into the role of EHS Manager, EMEA, based not only on his core competencies, but also, his commitment to our vision and values. He was an excellent resource to our global corporate EHS team, ensuring that we looked at things through a global lens vs. a regional one while maintaining appropriate attention to the specific differences or unique characteristics of each country or site. He distinguished himself early on as someone who had the best interests of global Reichhold in mind more so than his particular plant site or region. His leadership style of mentoring and coaching, knowing when to be tough and when to use a more gentle approach was quite effective. He has the highest integrity and is quite balanced in his counsel understanding the business needs within the context of a clear EHS commitment.

We recommend Geoff with our high regard as he begins his EHS consultation service firm. Please feel free to contact us if you have any other questions.

Sincerely,

  
John S. Gaither

President, CEO of Reichhold, Inc.



Mitzi Van Leeuwen

Sr. VP, Corporate Services of Reichhold, Inc.