

Glenn A. Larson
8798 W. Sunshine Court
Orland Park, Illinois 60462

To whom it may Concern,

I am pleased to highly recommend Joseph Thielmann as a candidate for a position in your organization. Joe reported to me for five years as General Accounting Manager, at both ITT McDonnell & Miller and ITT Bell & Gossett. He is a proven self-starting, dependable manager who requires minimal supervision. I found Joe to be extremely hard working and effective.

As an integral member of our financial team during our company consolidation project, Joe successfully managed several different teams that greatly contributed to the accomplishment of this complicated task. During the project, he demonstrated strong leadership, initiative, and interpersonal skills. He also was instrumental in completing the Sarbanes-Oxley documentation project when this requirement was introduced.

Joe independently managed departmental issues and strove to improve efficiency and decrease costs. He was dedicated to always doing his best in every endeavor he attempted. I firmly believe that Joe would be a great addition to your organization.

Sincerely,

A handwritten signature in cursive script that reads "Glenn A. Larson".

Glenn A. Larson
Controller, ITT Bell & Gossett, Retired