



Sunland Trading, Inc.

P.O. Box 996, New Canaan, Connecticut 06840, USA
Tel. 203-966-4166 • Fax 203-966-7227

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TO WHOM IT MAY CONCERN

It is a pleasure to recommend John Laurino. I have known and worked with John for about 15 years, and over that time he has repeatedly demonstrated his integrity and honesty. He is hard-working, practical, does not make promises he cannot keep, watches the details and always follows up on any loose ends.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'N. Sargeantson', with a long horizontal stroke extending to the right.

Nicholas Sargeantson
President