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To whom it may concern:

It is a genuine pleasure and honor for me to recommend Art Foster. I reported to Art in the Purchasing Department at Anderson News Company for 9 years. He began there as Director of Product Assortment/Distribution and continued to serve with increasing skill in that capacity.

During Art's service with Anderson News, I admired him for his many valuable qualities, and regarded him with evermore respect. Very goal oriented as well as a team player, Art was always focused. He was devoted to his work and became the go-to person for many company projects. Art was highly respected in the organization for his dedication and his *don't-stop-until-its-finished* attitude that few could emulate.

Art demonstrated from early in his tenure that he understood what business is all about. He was well organized and thrived under adversity. He kept a sharp eye on the bottom line, but realized too that customer satisfaction is what makes or breaks your business. I suppose doing well in business is easy if you are, as he was, driven in equal measure by both quality and efficiency.

Art created a cohesive, productive team by keeping the company vision and department objectives top of mind. He provided the goals and then allowed myself and others the autonomy to reach those goals in their own ways. He invested time to develop young business associates into respected junior executives in the company.

In closing, let me say I have no hesitation in recommending Art Foster for any management position. I know he would be an asset to your organization.

Sincerely,

Krista Pohlman

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