



August 25, 2006

To Whom It May Concern:

This is a reference letter for Nicolas Diaz. I am Joe Haley, the President of Pillar Panama and Pillar Construction, developing and constructing the \$400M Red Frog Beach Project in Panama. I have known Nicolas for over 2 years during his employment with our companies. He has been a fantastic employee and an asset to our team. I was able to observe Nicolas in 2 positions, one as the lead production architect and the other as the design and sales architect. In both capacities, his performance was superior.

Nicolas has an incredible work ethic and commitment to the project and his work. He is a great team player, constantly collaborating with other architects, sales, and construction. Nicolas is very organized, able to consolidate complex tasks and initiatives for the entire team into a developed process whereby design production can be maximized. He is also very creative and has completed some awesome work on villa, pool, and patio designs.

In conclusion, Nicolas is a great employee, but perhaps more important, a great person. He is honest, trustworthy, and a worthy candidate for any opportunity that he is presented with.

Warm regards,

A handwritten signature in blue ink, appearing to read "Joe Haley", is written over a horizontal line.

Joe Haley