



Kevin T. Loy, MS, SPHR
Major, USAF Retired

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To Whom It May Concern:

I highly recommend Dave Mayo as a candidate for your organization. As the previous Human Resources Manager at Designed Stairs, Inc. I worked with Dave for more than 4 years and have first-hand knowledge of his outstanding capabilities. The housing market has been in decline for over 2 years and I was forced to lay off over 130 personnel at Designed Stairs, including myself. I am currently working for a facility in WI and would love to have someone of Dave's caliber on our staff!

It is imperative in these trying economical times that every staff member be the "best of the best" – that is exactly what Dave is. Unfortunately, Dave's position has to be eliminated due to the declining marketplace. It is a testament to his abilities that he is still there despite the current size of DSI. I strongly encourage you to consider him for any position that you have before this happens. Once Dave hits the marketplace, his outstanding skills will make him the ideal fit for any number of positions.

Dave has literally been the cornerstone of Designed Stairs over the last several years and will be irreplaceable. His technical knowledge is second-to-none and his ability to handle personnel issues gives him a unique blend of skills rarely found in a CFO. Personally, I find Dave to be a great "sounding board" for any issue and still use his mentoring skills to help make my job easier.

I have known several CFO's in my career, and Dave is head and shoulders above the rest. I cannot give any stronger recommendation than this: **Hire Dave, he will enhance your bottom line starting on day one.** I feel so strongly about Dave's skills that I invite you to call me to discuss them further at 630-877-6488.

Yours truly,

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