

TO ERIC

FROM JOSEPH MARTINEZ



To whom it may concern:

My name is Jonathan Topper and I'm the co-owner and president of Exact Meter Reading. Joseph Martinez is one of my employees. We are a small company of under 10 people who all play an integral part in keeping this business moving. I employ meter readers in the field, and a 2 person office staff for billing. (Joseph and myself).

Joseph is one of, if not my top employee. He started out in the field, doing meter reads, which he still does from time to time. In the field he constantly pushes forward to get the (meter read) stops done. He goes above and beyond to learn more about plumbing, to learn the meter locations of new stops, and *takes pride* in doing so! He'll climb over just about anything, or move anything, to reach a water meter. I have the confidence in Joseph to do the stops that my other employees don't want to do. I cannot emphasize enough what a burden this is of my own shoulders. Without him *I* would be doing these stops, which is very time consuming for myself.

In the office, Joseph does *all* of my billing (and related tasks). He is very knowledgeable in all aspects of billing which includes entering meter readings, making invoices, filing the invoices, and most importantly, comparing the previous invoices to the new ones. This is extremely important as we pride ourselves in sending out correct paperwork. There are even a few instances when Joseph would come in, in the *middle of the night* to do filing so he wouldn't be behind in his work. I can honestly say I haven't had an employee who cares more about doing the right thing, the right way.

Loosing Joseph (for any length of time) would be a great loss to my business. Without him I will be doing all of the billing (and tough meter reads) myself. I do *not* want to hire anyone else to replace him. His work ethic makes him irreplaceable. I believe I can hold off hiring a replacement for only about 2 or 3 weeks. After that I would become overburdened and would have no choice but to hire a replacement and terminate his employment. This is something I do not want to see happen anytime soon.

Thank you for your time.

Sincerely,

Jonathan Topper



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May 12, 2009

To whom it may concern,

I am writing this letter on behalf of Joseph Martinez. Joseph has been employed by us for over a year. However, we have known him for awhile now as he is active in the community. Joseph has been an asset to our company since day one. He was willing to immediately fill in a position that was left by a former employee quite abruptly. Although, he works two other jobs he is punctual, reliable and hardworking.

Joseph has been helpful not only to us but to our clientele as well. He is determined, friendly and always willing to help and give of himself. This is especially extraordinary for a young man his age and background to possess these qualities. I have been in retail for a long time and it is very difficult to find someone like Joseph. We feel blessed to know and to employ such an upstanding man.

However, we are entering one of our busiest seasons in retail and cannot be without another employee. It is unfortunate to see him leave at any period of time. We would be forced to hire someone else if he is gone longer then two weeks. We are saddened by this reality and hope that it does not come to this but our business will suffer otherwise.

Sincerely,
Dan Marengo

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