

GEORGE A DERR
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Gentlemen;

I am writing this letter at the request of Ted Guarriello. I will, to the best of my ability, share with you my recollection of Ted's progress and growth during the 20+ years of my employment with Nursery Supplies Inc.

Prior to joining Nursery Supplies in 1983, I was previously employed by Halle Industries as Vice-president General Manager for approximately 5 years, and prior to that Delbar Products for approximately 25 years as Corporate Vice-President.

At Nursery Supplies Inc., I participated in all phases of growth from 4mm, when I started, to 40mm when I left. This includes; Manufacturing, Engineering, Marketing and Sales, Human Resources, EDP and Finance.

My initial responsibility was to install order to a chaotic situation. I was a newcomer to the process of blow molding and plastic and was forced to "start at the bottom and learn". Everyone had their own idea of what was needed to get the company under control. I spent a great deal of time getting acquainted with all the employees since this was my best educational source.

After 2 years the company was organized, growing & making a nice profit. These results were the combined effort of small nucleus of people and it became clear to me at that time that Ted had been one of the key contributors to the continuing success and profitable growth of the company. As a result of his contributions and his willingness to be a team player, he was rewarded with additional responsibilities and promotions. I am unable to associate dates and times with the professional growth that has led to his current position with the company.

Although dates and titles escape me, Ted's accomplishments do not. He was able, at an early age, to develop the respect of supervisors, peers and subordinates. He was able to grow with increased responsibilities by demonstrating that his every action was preceded with integrity and sincerity. He realized that manufacturing was only as good as the engineering supporting it. He rose to the occasion by building an Engineering Department. that would enable manufacturing to perform to make the company #1. This exercise required that he become involved in Marketing, Sales, Purchasing, Finance and Human Relations, the results of his efforts were self evident on the bottom line.

Although I was considered the company cynic, I firmly believe that Ted has the demonstrated ability to perform as a valuable executive in the company of his choosing.

In my younger days, we'd refer to his type as a MOVER&SHAKER.

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I sincerely wish this letter has served a useful purpose for you & Ted.

Thank you;

George A Derr