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**Dictaphone**  
a Lernout & Hauspie company

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To Whom It May Concern:

The intent of this letter is to recommend Vince Lombardo for an outside sales position with your company. I had the pleasure of hiring Vince at Dictaphone Corporation when he graduated from college in 1994.

Dictaphone Corporation is the leader in Voice and Data Management. Being the leader in a high tech industry, it is very important to hire the right people into the organization. Vince absolutely was that person. Vince had no prior experience in sales, but he clearly demonstrated the skills of what it takes to be highly successful in a sales career. He is a fast learner and has genuine concern for the customers' needs. Vince is very good at conceptual selling, and he has demonstrated time after time the ability to be strategic in his sales process. His work ethic and drive to succeed are two of the many qualities that describe him. Vince's Customer Satisfaction was one of the highest in the Region.

Vince was awarded "Sales Person of the Month" several times his first year with the organization. He took the Regional Award after just his fourth month with the company. Vince also won the highest award in the country for new Sales Professionals known as "High Gear".

I would proudly recommend Vince Lombardo to your sales organization; and I am confident that you will not regret your decision to make him a member of your sales team. Please do not hesitate to contact me if you have any further questions.

Sincerely,



Daniel F. McGraw  
Northern Region Vice-President  
Dictaphone Corporation