

December 21, 2009

To Whom It May Concern:

The purpose of this letter is to recommend Vince Lombardo for a position with your company. Until the recent restructuring of our company, I was Vince's immediate supervisor and hired him at Nobel Biocare. I found him to be consistently pleasant, tackling all assignments in a timely manner with dedication and attention to detail.

I have known Vince for almost four years. I initially interviewed him in May 2006 and made an offer for him to join my team in November 2006. However, due to unexpected events on a Corporate level that offer had to be rescinded. When a position again became available, I thought so highly of Vince, that after more than two years from my initial offer, he was still the only candidate that stuck out in my mind. I was confident in his abilities to successfully transition into a medical device sales role with Nobel Biocare. In November 2008 I was able to re-offer the position to him and was pleased that he accepted. His recent layoff was unexpected, and I will miss not having him on my team, as he is an all-around great person.

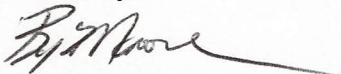
Vince is an assertive individual who is able to present creative ideas and effectively communicate the benefits of both tangible and intangible concepts. His organizational skills are exceptional and he is open to all levels coaching in an effort to grow as a sales professional. During sales meetings, he assumed leadership roles through active participation and relevant commentary. He always looked to inspire and motivate others around him.

Vince is very competitive and quickly became one of my top performing Account Managers in 2009. During his tenure, he managed a one million dollar territory and grew new revenue by achieving major competitive conversions. Within one year he had developed strong rapport with existing accounts, fully grasped product knowledge, converted some major competitive accounts (that we have had little success with in the past) and planted seeds with other large competitive opportunities that I expect will harvest in 2010.

Vince showed extreme professionalism in the wake of receiving the unexpected notice of the company restructuring which eliminated his position. Although the least tenured on my team, at the time of Vince's layoff, he was #3 in the Great Lakes Region and 98% of his year-to-date quota. This is an impressive accomplishment for a first year rep considering the increased competitiveness of this industry and the tough economy.

I highly recommend Vince Lombardo for employment with your organization. He is a team player whose professionalism and work ethic would make a great asset to any organization and allow him to make an immediate, positive impact. Please contact me with any further questions.

Sincerely,



Byron Moore  
Regional Sales Manager – Great Lakes  
Nobel Biocare USA, Inc.  
412-607-4445  
[Byron.Moore@nobelbiocare.com](mailto:Byron.Moore@nobelbiocare.com)