

January 4, 2010

To Whom It May Concern:

I would like to provide this letter as my personal recommendation of Vince Lombardo. My position as Area Director of Nobel Biocare afforded me the opportunity to interact with Vince in his sales position with the company on several occasions in addition to getting feedback from Byron Moore who was Vince Lombardo's Region Manager and reported directly to me.

Vince is an extremely competent person, and it must be noted that his departure from Nobel Biocare was due to a corporate re-structure and position elimination. His performance was good and he always conducted himself in a very professional manner from my personal viewpoint.

Vince's professionalism, enthusiasm for sales, overall likeability and great sales skills helped him achieve a high level of sales in 2009. At the time of his departure, Vince was 98% of sales quota, which, considering his short tenure, price conscious doctors and a very tough economy with much competition, was an impressive accomplishment. He also ranked in the upper tier of the sales team, which formerly consisted of 164 sales representatives.

Vince Lombardo would make a great addition to any sales organization. He can provide immediate results, considering his 15 years of sales experience, his MBA level of education and his hunger to succeed. Please feel free to contact me with any further questions.

Sincerely,

A handwritten signature in black ink that reads "Bill Reynolds". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Bill Reynolds
Area Director
Nobel Biocare
(800) 993-8100 ext. 3310
Bill.Reynolds@nobelbiocare.com