

To Whom It May Concern:

Mr. Dan Jape has not worked for Reliable Heating & Air more than 2 consecutive days in the last 2 1/2 years. When Mr. Jape did appear he would arrive unshaven, wearing a black T-shirt, dirty looking jeans and a rag tied around his head (a biker look). There were times when Mr. Jape looked and acted drugged (eyes were dilated and red and he was sometimes confused), on these occasions I would ask him if he was still using drugs and he would comment "just a little to get me going". Barbara Jape offered to take Mr. Jape to a hotel out of state help him get off of the drugs, she also offered to send him to a facility. Mr. Dean Edelman (long time friend and employee) of the company and Mr. Jape offered to take him to the facility. Mr. Jape refused all offers for help.

35

Anytime Mr. Jape would come into the office he was disruptive and verbally abusive to some, if not all of the staff. On one occasion Mr. Jape referred to the female office staff as "his Reliable Bitches".

If Mr. Jape were to return to work tomorrow, I would walk out and not return, I am told by other employees that they also would not work for Mr. Jape.

Date: 03/01/06

*Linda Berkoff*

36