



Pharma

UCB Pharma, Inc. - 167 Business Center Drive - Birmingham, AL 35244

August 12, 2002

To whom it may concern.

I am honored to write a letter of recommendation for Kate Cantrell, whom I have known professionally for over three years. In the time that I have known Kate, she has demonstrated herself to be a person of high moral character as well as a professional in the work place. From my experience, she has demonstrated such qualities as loyalty, self-discipline, self-motivation and an outstanding work ethic.

As Manager of UCB's Distribution Center, I have had the honor to work with Kate on a daily basis to ensure that our internal and external customers receive the highest level of support possible. In this capacity, Kate has performed exceptionally well which has benefited the company as a whole.

Kate is highly respected by her co-workers, staff and those that know her. I would strongly recommend Kate to you without reservation. She is an outstanding person who always gives her best in any task and responsibility she has been assigned.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Martin'.

Terry J Martin
UCB Distribution Manager
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